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# REPORT OF THE POSTAL COMMITTEE 1920.

AND

# REPORT OF THE TELEGRAPH COMMITTEE 1920-21.

B. B. R. A. S

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# REPORT

OF

# THE POSTAL COMMITTEE,

# 1920.

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SIMLA

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1920

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FROM

THE PRESIDENT AND MEMBERS OF THE POSTAL COMMITTEE,

TO

THE SECRETARY TO THE GOVERNMENT OF INDIA,
COMMERCE DEPARTMENT.

*Dated Simla, the 31st August 1920.*

SIR,

With reference to the Resolution of the Government of India in the Commerce Department, No. 1223, dated the 19th April 1920, which is reproduced below, we have the honour to submit the following report regarding the enquiry we were directed to hold into the question of pay and conditions of service of certain sections of the subordinate non-gazetted staff of the Department of Posts and Telegraphs.

> "In accordance with an undertaking given by the Director-General, Posts and Telegraphs, on behalf of Government in the Imperial Legislative Council on March 10th, the Government of India have decided to appoint a Committee consisting of Government officers, non-official gentlemen, and representatives of the staff, to enquire into the conditions of service and pay of the subordinate Postal staff. The Committee will be constituted as follows :—
>
> PRESIDENT :
>
> MR. H. N. HESELTINE, C.I.E.,
>
> *late of the Indian Finance Department.*
>
> MEMBERS :
>
> THE HON'BLE RAO BAHADUR B. N. SARMA GARU,
>
> *Member, Imperial Legislative Council.*
>
> SIR HENRY LEDGARD.
>
> MR. E. A. DORAN, C.I.E.,
>
> *late Postmaster-General.*
>
> RAO BAHADUR SRINIVASA RANGACHARI,
>
> *President, Bangalore Postal Union.*
>
> KHAN SAHIB ESHAN AZIM,
>
> *Superintendent of Post offices, United Provinces.*
>
> SECRETARY :
>
> MR. P. N. MUKERJI, M.A.,M.R.S.A.,
>
> *Financial Personal Assistant to the Director-General of Posts and Telegraphs.*
>
> "The terms of reference to the Committee are to enquire into the conditions of service of the non-gazetted supervisory, clerical, sorting, delivery and menial establishments employed in the Postal Branch, and such subordinate establishments of the Telegraph Branch, including Telephone staff, as have not been dealt with by the recent Telegraph Staff Committee, with special reference to the rates of pay and allowances, the hours of duty, and the principles which have been laid down for fixing the strength of the staff.
>
> "The Committee will assemble in Simla in April 1920."

2. We assembled at Simla on the 26th of April 1920 and completed our sittings on the 31st of August 1920. It was deemed necessary in view of the circumstances in which we had been appointed, and the demands for a hearing which were pressed upon us from all directions, to take the evidence of witnesses representative of each of the sections of the staff to which our enquiry pertained. We examined in all 80 witnesses representing the undermentioned classes of employés of the Department.

*Post Office.*

1. Postmen including overseer and reader postmen.
2. Inferior servants of the Post Office, *e.g.*, packers, mail peons, letter-box peons.
3. Mail runners.
4. Mail guards of the Railway Mail Service.
5. Inferior servants of the Railway Mail Service, *e.g.*, porters, van peons, etc.
6. Mail Line, and Cash overseers.
7. Branch Postmasters.
8. Clerks of the Post office.
9. Subordinate supervisory establishment of the Post office.
10. Inspectors of Post offices and Head Clerks of Superintendents' offices.
11. Sorters of the Railway Mail Service.
12. Subordinate supervisory establishment of the Railway Mail Service.
13. Assistant Superintendents and Inspectors of the Railway Mail Service.
14. Clerical establishment of the Kashmir Motor Mail Service.
15. Clerical and menial establishment of the offices of the Postmasters-General.
16. Clerical and menial establishment of the offices of the Deputy Postmasters-General.
17. Clerical and menial establishment of the Dead Letter Offices.
18. Clerical and menial, other than artisan, establishment of the Postal Press and Workshop at Aligarh.

*Telegraph.*

19. Delivery peons.
20. Linemen.
21. Clerical and non-technical menial establishment of the Workshop and Store Depots.
22. Indian Inspecting Telegraphists.
23. Line Inspectors and Sub-Inspectors.
24. Telephone Inspectors and Operators.
25. Clerical and menial establishments in the offices of the Engineering branch.

3. In addition to the evidence, oral and written, of the large number of witnesses who appeared before us, we received a mass of documentary evidence from Postal Unions and Clubs from all parts of the country. Consequently much of our time has been given to recording and considering evidence and nothing that those concerned had to say has been left unheard and unconsidered.

4. Prior to the formation of the Committee the Director-General of Posts and Telegraphs had, with the concurrence of Government, outlined a scheme of revision of the Postal establishments concerned and in response to the Director-General's request, Postmasters-General and Deputy Postmasters-General of the Railway Mail Service had submitted proposals for an improvement of the pay and prospects of the non-gazetted supervisory, clerical, sorting, delivery and menial establishments under them. Our work was greatly facilitated by the materials thus made available. We had, besides, the advice of the undermentioned officers of the Department and of Mr. C. J. Hallifax, I.C.S., Reforms Commissioner, Punjab, to help us in our deliberations :—

MR. H. N. HUTCHINSON, O.B.E., I.C.S.

MR. W. SUTHERLAND, V.D., M.I.E.E.

MR. H. A. SAMS, C.I.E., I.C.S.

MR. P. G. ROGERS, I.C.S.

MR. H. S. H. PILKINGTON, C.I.E., M.V.O.

MR. M. L. PASRICHA.

MR. T. L. JAMES, A.C.G.I., A.M.I.E.E.

MR. F. F. PIKE.

5. In view of the urgency of the matters dealt with we have had to adopt the unusual course of submitting our proposals to Government in sections, each complete in itself, and this has entailed much repetition of matter which would not have occurred had it been possible to submit the report when completed as a whole. Further our report in respect to conditions of service is not as full as it might have been were it not that we were urged to hasten the submission of our proposals as much as possible and thus prevented from making a tour with the object of considering on the spot in places such as Calcutta and Bombay questions which required local investigation.

6. The Hon'ble Mr. Sarma had to sever his connection with the Committee on the 15th July on his appointment to office as a Member of His Excellency the Viceroy and Governor General's Executive Council. His departure was a great loss to the Committee but fortunately we had been able while he was still with us to determine the scales of pay to be recommended for the most important of the classes affected and to come to a decision regarding several important questions of principle.

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## CHAPTER I.

The grades of officials dealt with in this Chapter are (1) Postmen and others of the postmen class, *viz.*, reader or sorter postmen, overseer postmen, and mail guards of the Railway Mail Service, (2) inferior servants of the Post Office and Railway Mail Service, (3) postal runners, (4) Branch Postmasters, and (5) Mail and Cash Overseers. The five combined represent in point of numbers more than three-fifths of the employees of the Post Office, and as in the grade of postmen which is much the largest of all, the discontent which prevails is more widespread and acute than in other ranks of the Department, we submit these proposals in advance of the remainder of our report.

2. Even a brief outline of the history of this part of the staff previous to the year 1914 would serve no useful purpose. For a long series of years conditions remained all but undisturbed, increases of pay were sanctioned occasionally in places in which they were found to be necessary, but such sanctions were few and unimportant and each individual sanction affected a comparatively small number of men. It is in the years following the outbreak of the war that conditions have arisen which have caused the distress and resultant unrest and agitation and created the situation which our committee has been appointed to investigate. Relief has been afforded in the form of an allowance which was granted as a war allowance liable to be discontinued at any time, and is still so liable. Over and above this, increases of pay proper have during the past 5 years been sanctioned from time to time each for a small section of the establishment in places where distress was most felt. Previous to the constitution of the Committee, the Director-General of Posts and Telegraphs had issued a circular letter to Postmasters-General inviting the submission of proposals for the revision of the establishments, and our work has been greatly facilitated by the reports received in answer to this circular letter. Though we have not adopted the proposals of the Postmasters-General in their entirety, we have given them the most careful consideration and have not deviated from them except for well-considered reasons. We have heard some witnesses of the postmen class, but for the most part evidence on their behalf and on behalf of inferior servants has been tendered by witnesses of the postmaster and clerical class nominated to give evidence. Unfortunately the evidence is not of much value, the witnesses for the most part having put forward extravagant demands based on incorrect data and on the false theory that an employer cannot in equity refuse to enhance pay in the same ratio as the price of one staple or another has risen; "Rice." says one witness, "costs three times as much per maund as it did six years ago, therefore my pay which was then Rs. 9 should now be raised to Rs. 27." "Wheat", says another witness, "is now sold at 4 seers per rupee whereas at one time it used to be sold at 16 seers, therefore my pay should be raised from Rs. 9 to Rs. 36," and so on. The demands vary, but as much has been asked for postmen as Rs. 35 to Rs. 60 a month with a house rent allowance of Rs. 10 a month, and among the most modest is that pay be raised to Rs. 20 rising by periodical increments to Rs. 40. The evidence we have heard, however, has convinced us that the poorer servants of the Department honestly believe that they are ill-used; that this belief is widespread; and that the general discontent is a force to be reckoned with which will not be allayed unless fairly substantial relief is afforded in respect of pay, conditions of service, and clothing.

3. It will obviate reiteration if we preface our proposals by stating briefly the general considerations and principles by which we have been guided. The governing factor in all cases is the existing scale of pay; this as a basis provides solid ground upon which to build, and in conjunction with it we have, to guide us, the proposals of Postmasters-General and the recent proceedings of Local Governments, so far as they have been made available to us, regarding the pay of their servants of similar classes. In natural sequence, beginning from the bottom, is the case of inferior servants whose pay must be fixed so as to provide not only a minimum living wage but such a wage as will induce an unskilled labourer to accept employment in a Government Department rather than take his chance of earning a living by working as a casual labourer. Obviously initial pay must be fixed with reference to the wage which such a person can earn. It need not always be quite as high, as in favour of employment on a Government establishment are continuity of service and security of tenure, social status, the less arduous nature of the work, and privileges in respect of leave and pension. But, on the other hand, the disparity must not be so great as to outweigh these countervailing advantages. The rise, in recent years, more particularly in the last two years, of the daily rate at

which unskilled labour is paid has been phenomenal. Unfortunately we have not at our disposal up-to-date statistics covering a wide field to quote in support of this statement, but it is a matter of common knowledge. The rise in prices of the necessaries of life, though the primary cause, is not the sole cause of this increase. With industrial development the demand for labour has increased, while plague, influenza, and the war have levied a heavy toll on the supply. Further, there is the expansion of ideas of what is a reasonable wage caused by the liberal pay offered to unskilled workmen during the war, and lastly, there is the aspiration of the working classes to a higher standard of living of which strikes are the outward and visible sign. The causes last mentioned are the more important as their effect will be permanent while that of the rise of prices may be temporary. The combined effect of these causes has been to force up the scale of wages of labour and consequently of menials in the service of Government in all its departments. In the Madras mofussil where the minimum pay of menial servants—not very long ago—was Rs. 6 a month, it is likely to be raised to Rs. 12, that being the rate which the Salaries Committee appointed by the Local Government has recommended as an absolute minimum. In the United Provinces, the Government have raised the pay of menial servants by as much in some cases as 75 per cent. In the Bombay mofussil, the minimum pay has been raised from Rs. 8 to Rs. 14 or by 75 per cent. In the Punjab, Mr. Hallifax, who is conducting enquiries regarding salaries for the Local Government, proposes to recommend for the mofussil a minimum of Rs. 14 a month which represents a maximum increase of 100 per cent. There must be other cases which have not yet reached the Government of India and there would appear to be no doubt that before long the pay of servants of this class will have been substantially increased all over the country and in every department.

4. The increase of pay we recommend for postmen is more liberal than the increase proposed for inferior servants, the reason being that the postman is drawn from a class distinctly superior to that of the ordinary menial, and the present rates of pay have been found insufficient to attract the class of man required. It is a complaint which has been insistently urged that postmen cannot be got in many important places for the sanctioned pay; that the Department has been compelled to accept men of a lower standard of intelligence than it formerly secured; and that even so the difficulties of recruitment are considerable. This is not to be wondered at seeing that the postman to be qualified for his work must have some knowledge of the script of at least two languages, one being English; that his duties involve considerable pecuniary responsibility, he is in fact in a small way a cashier, valuables and cash are entrusted to him, he has to render a daily account, to furnish security, and to make good losses. That he is or ought to be a much better man than the ordinary chaprasi, mail peon, messenger or packer is recognised by the status—that of a superior servant under the Leave and Pension Rules—which has been conferred upon him. The efficiency of the Postal Service very largely depends upon the postman, and we are confident that our recommendations are fully justified. We are strongly of opinion that for postmen Rs. 16 a month should be accepted as the minimum pay in any part of India, and we have throughout our recommendations made it a rule to propose for the smaller offices not less than Rs. 16 a month, and for the more important offices, in which the work is more difficult and responsible, not less than Rs. 18 a month.

5. A question of much importance which is dealt with here because it affects postmen and inferior servants in common with other classes of the staff of the Post Office, is how the initial pay to be allowed on the proposed time-scales to existing staff is to be determined. What all ranks have pressed strongly for is that each man should be allowed to reckon all his permanent service in the Department as service counting for increments, and be brought on to the new scale at the stage to which he would have risen had he entered the Department on the revised scale. In other words, the new scale is to be assumed to have been in force from the commencement of the service of each individual and he is to be given the pay to which he would have risen. For example, a postman of 13 completed years of service as a postman on a section of the establishment for which the time-scale proposed is Rs. 18—$\frac{1}{4}$—24 would on transfer to this scale enter it on Rs. 21 and have to serve for a further period of three years to qualify for promotion to Rs. 22. The precedent in support of their demand which various Postal Associations and Postal Clubs, as also the witnesses who have appeared before us, have without exception quoted is that of the Civil Account and Audit offices including

the office of, and offices subordinate to, the Accountant-General, Posts and Telegraphs. Their contention is that the justice of their claim has been admitted by the Government of India and that consequently they are entitled to what they ask for. We are not prepared to go so far. As a matter of abstract justice, the staff have no claim as of right to any benefit at all in respect of past service, but the decision of the Government of India in the cases of the Audit Offices undoubtedly does form a precedent in support of a prayer for such a concession. Further, it does not follow that because the full benefit of past service was allowed in one case it must of necessity be allowed in all. Each case must be judged on its merits. Our proposals regarding pay for the postal staff are liberal, and we do not think the further lavish generosity claimed is either in equity due or financially justifiable. Any concession is entirely a gift, and this being so it is for the donor to decide what the measure of the gift shall be. It has been objected to the proposal to introduce a time-scale and to allow all past service to count for increments on that scale that it will result in large numbers of men whose only claim to consideration is length of service being advanced to pay which is in excess of the most liberal valuation of their worth. There is force in this objection and in our opinion the needs of the case will be met if the Government of India allow past service to count for increments within a specified limiting maximum. We have considered various alternative methods of keeping the increase of pay within reasonable limits but have been obliged to reject them as not being sufficiently liberal, and have come to the conclusion that the best course is to allow the increase to be determined on the basis of length of service subject to a specified maximum, and that in order to admit of liberal treatment the limit should be fixed at 50 per cent. on the sum of the pay proper and war allowance which each individual is actually in receipt of on the date of orders issued by Government on our report. As the following examples show the limitation will not ordinarily affect postmen. It is still more unlikely to affect inferior servants.

*Example I.*—A postman in Bombay of 20 years' service and in receipt of a pay of Rs. 25 + Rs. 5 acting allowance + Rs. 8 war allowance or Rs. 38 in all would on absorption into the time scale (27, 27, 27—1—45) be entitled to Rs. 45.

*Example II.*—A postman, on the same establishment of six years' service and in receipt of Rs. 20 + 6 war allowance would on absorption be entitled to Rs. 30. If acting in the Rs. 25 grade his transfer to the time-scale would mean to him a loss of Re. 1 a month, but as compensation he would get a substantive increase of pay in lieu of a temporary allowance.

6. As regards local and house rent allowances, we have in certain cases recommended the grant of house-rent allowances at places where quarters are not provided and where it has been represented to us that house rent accommodation is not procurable except on exhorbitant terms. We have also, following the example of the Central Provinces Administration, recommended the grant of local allowances to postmen and inferior servants employed in the Berar districts and in the districts of Nagpur, Wardha and Nimar. The only further specific recommendation we have to make in this connection is that postmen and inferior servants employed in the Bombay City should be admitted, with effect from the date from which it was sanctioned for peons in Bombay, to the enhanced house-rent allowance of Rs. 7 a month sanctioned in the telegram from the Government of India, Finance Department No. 438-E.B., dated the 17th March 1920. For the rest, our general recommendation is that existing sanctioned local and house-rent allowances should continue to be drawn and that in future when locality allowances are proposed, they should not be sanctioned unless the Local Government concerned has admitted the place in question to be one in which a local allowance should be granted.

7. The staff of the Post Office like that of the Telegraphs (see paragraph 33 of the report of the Telegeaph Committee 1920) claim that any improvement of their pay should be allowed with retrospective effect. Various dates have been suggested by the men and their representatives, but most ask that the sanction should take effect from 1st March 1919, that being the date from which they had reason to believe a revised scale of pay would be introduced. Others have asked for retrospective effect as from the 1st December 1919 quoting in support of their request the cases of the Telegraph Department, of offices of Audit and Account including the Postal and Telegraph audit offices, and the office

establishment of the Government of India Secretariats. If they were now to repeat their request they could, and doubtless would, add to the list of precedents the case of officers of their own Department, namely Superintendents of Post Offices. Although it is against the rule and practice of the Government to allow retrospective effect an exception has been made in the case of all increases which have recently been and are being sanctioned on account of the unfavourable economic conditions following upon the War. Realising that in the case of so large a Department this question is of great financial importance, we have given it the most careful consideration. Our conclusion is that it would be unwise to adopt any other than the 1st December 1919 as the date from which revision is to take effect, and we therefore recommend that the revision should be sanctioned with effect from that date.

8. It is impracticable to place all postmen and inferior servants, that is, packers, messengers, letter box peons, etc., of the Department on a scale of pay common to all circles as this could only be done by raising pay all round to the level of the Circle in which at present it is highest, levelling down being out of the question. This would entail very heavy expenditure which is unnecessary and can be avoided by taking pay and allowances as they are in each Circle and allowing a suitable increase thereon. We have proceeded on these lines and this necessitates the case of each circle being dealt with separately as is done in the following paragraphs. In order further to elucidate the position we have in the case of each circle appended a statement which compares the pay proposed by us with the corresponding pre-war pay, with present pay and allowances, and with the pay proposed by Postmasters-General. The rates of pay proposed are consolidated, that is to say, we contemplate the discontinuance of war and grain compensation allowances.

### Bombay Circle.

9. For the Bombay Circle we propose three scales of pay for postmen, namely,

(1) Class I, for Bombay City, Karachi, Poona, Aden, Ahmedabad, their town offices, the Persian Gulf and the following important offices in the vicinity of Bombay :—

Andheri, Vesavam, Borivli, Gorai, Malad, Manori, Bhayndar, Rai, Santa Cruz, Ghatkopar, Thana, Thana South, Kurla, Chembur, Trombay, Bassein Umela, Kalyan and Kalyan City.

(2) Class II, for Sind, the following head offices, including their town offices and the sub-offices specified in Schedule A.

Ahmednagar, Baroda, Broach, Dharwar, Kaira, Hyderabad, Sukkur, Rajkot, Satara, Sholapur, Alibag, Belgaum, Bhavnagar, Bhuj, Bijapur, Dhulia, Jalgaon, Karwar, Nasik, Ratnagiri, Surat, and Wadhwan Camp and

(3) Class III for the rest of Circle.

The scales proposed are : —

*Cla s I.*—Rs. 27 for three years, then rising by an annual increment of Re. 1 to a maximum of Rs. 45.

*Class II.*—Rs. 20 rising by a biennial increment of Re. 1 to a maximum of Rs. 32, and

*Class III.*—Rs. 18 rising by an increment of Re. 1 after every period of 4 years to a maximum of Rs. 24.

Our proposals differ from those of the Postmaster-General in that he proposed the division of postmen in his Circle into four classes, namely :—

(1) Bombay and Karachi, Ahmedabad, Poona, Aden and important offices in the vicinity of Bombay on Rs. 25—1—45,

(2) important head offices and sub-offices, hill stations and specially expensive places including unimportant places near Bombay on Rs. 22 rising by an increment of Rs. 2 every 5 years to Rs. 32,

(3) other head offices and important sub-offices on Rs. 20 rising by an increment of Rs. 2. for each 5 years to Rs. 30.

(4) All other places.—Rs. 18, rising by an increment of Re. 1 for each 5 years to Rs. 23

10. We have amalgamated (2) and (3) for the reason that, having regard to present emoluments, we consider Rs. 20 a month a sufficiently liberal minimum for both classes of offices, and we do not think there is any sufficient reason for a differentiation in respect of the maximum. We suggest a minimum of Rs. 27 for Class I in lieu of Rs. 25 recommended by the Postmaster General for the reason that Rs. 27 is now the actual minimum pay *plus* war allowance in Ahmedabad and we think it would be unwise either to reduce pay there or to place Bombay, Poona, etc., on a less favourable scale than Ahmedabad. In the case of class (4) we have, while retaining the minimum proposed by the Postmaster-General, enhanced the maximum to Rs. 24 in order mainly to provide a scale in which, like that of the grade above, the maximum is reached in a period of 24 years. Seeing that the Government of Bombay have fixed Rs. 20 and Rs. 14 respectively for the very lowest class of inferior servants in Bombay and the mofussil, and Rs. 25 and Rs. 17 respectively for ordinary police constables, we are convinced that Rs. 27 and Rs. 18 are reasonable minima for the work which is expected of postmen and the responsibility which their duties involve. On the other hand, it cannot reasonably, we think, be said of our proposals that they are illiberal. The minimum pay of postmen in the Bombay Circle before the war was Rs. 10 and the maximum Rs. 25, that is to say, the pay recommended by us represents an increase of 80 per cent. in the case of both minimum and maximum. As regards probationary postmen, we have in this as well as in other circles accepted the recommendations of the Postmasters-General.

11. The increases proposed by us for inferior servants in the Bombay Circle are small for the reason that these men are in receipt of a temporary allowance, to be absorbed in the proposed pay, which is much in excess of what is being allowed in other Circles. We have restricted the proposed maximum for Bombay and Karachi cities to Rs. 27 notwithstanding that the present maximum is Rs. 31 because the number on more than Rs. 22 is small. The case of four men who draw more than the proposed maximum may be dealt with specially. The Postmaster-General's proposal to allow Rs. 12—19 for boy messengers at the cheaper places, while retaining Rs. 16 as a maximum for Bombay and Karachi seems to us to be quite inadmissible. Boy messengers now on the establishment who are drawing pay in excess of the proposed rates should be absorbed as soon as possible in the adult menial establishment.

## BOMBAY.

| Class. | PRE-WAR PAY. Minimum. | PRE-WAR PAY. Maximum. | PRESENT PAY AND ALLOWANCES. Minimum. | PRESENT PAY AND ALLOWANCES. Maximum. | POSTMASTER-GENERAL'S PROPOSAL. Minimum. Maximum. | No. | COMMITTEE'S RECOMMENDATIONS. Minimum. Maximum. | No. |
|---|---|---|---|---|---|---|---|---|
| *Postmen.* | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. Rs. A. P. | | Rs. A. P. Rs. A. P. | |
| I .. | 15 0 0 | 25 0 0 | 24 0 0 | 38 0 0 | 25—1—45 | 1,170 | 27—27—27—1—45 | 1,186 |
| | 10 0 0 | 23 0 0 | 20 0 0 | 38 0 0 | | | | |
| II .. .. | 10 0 0 | 16 0 0 | 16 0 0 | 27 0 0 | 22—$\frac{2}{5}$—32 | 257 | 20—$\frac{1}{2}$—32 | 597 |
| | | | | | 20—$\frac{2}{5}$—30 | 503 | | |
| III .. .. | 10 0 0 | 16 0 0 | 16 0 0 | 19 0 0 | 18—$\frac{1}{5}$—23 | 2,929 | 18—$\frac{1}{2}$—24 | 3,076 |
| *Inferior Servants.* | | | | | | | | |
| I.—Bombay and Karachi. | 12 0 0 | 25 0 0 | 20 0 0 | 31 0 0 | 20—$\frac{1}{2}$—30 | 629 | 20—$\frac{1}{2}$—27 | 629 |
| IA.—Ahmedabad, Poona, Aden, Persian Gulf and important offices in the vicinity of Bombay. | 9 0 0 | 15 0 0 | 17 0 0 | 21 0 0 | 20—$\frac{1}{5}$—25 | 151 | 17—$\frac{1}{5}$—22 | 151 |
| II .. .. | 8 0 0 | 11 0 0 | 14 0 0 | 21 0 0 | 18—$\frac{1}{5}$—23 | 162 | 16—$\frac{1}{5}$—21 | 301 |
| | | | | | 17—$\frac{1}{5}$—22 | 219 | | |
| III .. .. | 8 0 0 | 11 0 0 | 14 0 0 | 16 0 0 | 15—$\frac{1}{5}$—20 | 261 | 15—$\frac{1}{5}$—20 | 441 |
| *Runners.* | | | | | | | | |
| | 7 0 0 | 14 0 0 | .. | 14 0 0 | .. 14 0 0 | 1,256 | .. 14 0 0 | 1,256 |
| | .. | .. | .. | 15 0 0 | .. 15 0 0 | 395 | .. 15 0 0 | 395 |
| | .. | .. | .. | 16 0 0 | .. 16 0 0 | 156 | .. 16 0 0 | 156 |
| | .. | .. | .. | 17 0 0 | .. 17 0 0 | 20 | .. 17 0 0 | 20 |
| | .. | .. | .. | 18 0 0 | .. 18 0 0 | 12 | .. 18 0 0 | 12 |
| | .. | .. | .. | 20 0 0 | .. 20 0 0 | 5 | .. 20 0 0 | 5 |
| *Boy Messengers.* | | | | | | | | |
| I.—Bombay and Karachi. | 7 0 0 | 10 0 0 | 15 0 0 | 16 0 0 | 16 0 0 16 0 0 | 92 | 15—$\frac{1}{2}$—16 | 92 |
| II .. | 5 0 0 | 9 0 0 | 12 0 0 | 15 0 0 | | 47 | | |
| III .. | 5 0 0 | 13 0 0 | 12 0 0 | 22 0 0 | 12 0 0 19 0 0 | 104 | 12—$\frac{1}{2}$—13 | 151 |

## Central Circle.

12. For the Central Circle we propose two rates of pay, namely (1) for head offices including their town offices and the important sub-offices of Mhow, Jaipur, Kamptee and Mount Abu, and (2) for the rest of the Circle. As however there are in this circle areas which are distinctly more expensive than others, we recommend that postmen and inferior servants employed in them should draw pay under one or other of the above scales *plus* a local allowance. The expensive areas in question are the Berar districts, and the districts of Nagpur, Wardha and Nimar. The Local Administration have, we are informed, recognised that the cost of living in these districts is comparatively high and decided that their servants of corresponding class employed in them should be allowed a local allowance in addition to their pay on the Provincial scale of salaries.

13. The Postmaster-General recommended five scales of pay, namely—

Three for the Berars, on—

(1) Rs. 20 rising by a quinquennial increment of Rs. 2 to 30.

(2) Rs. 20 rising by a quinquennial increment of one rupee to Rs. 25.

(3) Rs. 18 rising by a quinquennial increment of one rupee to Rs. 23.

And two for other places on—

(1) Rs. 18 rising by a quinquennial increment of Rs. 2 to Rs. 25.

(2) Rs. 17 rising by a quinquennial increment of one rupee to Rs. 22.

We suggest a simpler classification, adopting common scales for the Berars and the rest of the Circle, providing a local allowance for the Berars and the three expensive districts named above, and eliminating a separate scale proposed for a small section of the establishment in the Berars. Further, we cannot accept the proposal of the Postmaster-General that all village postmen should draw the rate of pay fixed for head offices. At present the rate of pay of village postmen is generally on a lower scale and while we agree that this distinction should be abolished, we are not prepared to go further. The scales we propose are :—

*Class I.*—Rs. 18 rising by an increment of one rupee every four years to Rs. 24.

*Class II.*—Rs. 16 rising by an increment of one rupee every four years to Rs. 22.

14. Having regard to the maximum and minimum of pay and allowances of which postmen in this Circle are at present in receipt, we do not think it is necessary to allow a maximum of as much as Rs. 30. The present minimum and maximum of pay and allowances are respectively Rs. 11-8 and Rs. 23 and the minimum and maximum before the war were Rs. 8 and Rs. 16.

15. Except as regards boy messengers and runners, our proposals regarding inferior servants call for no remarks. In the case of the former, we can not accept the Postmaster-General's proposal which would raise the minimum as compared with the pre-war pay by about 300 per cent. The grant of war allowances on the adult scale to these boys has raised present emoluments to more than is usually allowed for this class of labour. We think this should not be perpetuated and have accordingly proposed a scale of pay, which being 100 per cent. in excess of the pre-war minimum, seems to us to be sufficiently liberal. Present incumbents should be absorbed in the adult grades as soon as possible, but until they can be so absorbed may be allowed to continue to draw pay equal to their present emoluments. As regards runners, we can see no sufficient reason for the wholesale and substantial increase proposed by the Postmaster-General.

## Central Circle.

| Class. | Pre-war pay. | | Present pay and allowances. | | Postmaster-General's proposal. | | | Committee's recommendations. | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Minimum. | Maximum. | Minimum. | Maximum. | Minimum. | Maximum. | No. | Minimum. | Maximum. | No. |
| *Postmen.* | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | | Rs. A. P. | Rs. A. P. | |
| I .. .. | 8 0 0 | 16 0 0 | 13 8 0 | 18 8 0 | 20—$\frac{2}{5}$—30 | | 194 | 18—$\frac{1}{4}$—24 With a local allowance of Rs. 2 each for men in the Berar districts and in the Nagpur, Wardha, and Nimar districts. | | 405 |
| | .. | .. | 12 8 0 | 23 0 0 | 18—$\frac{2}{5}$—28 | | 1,030 | | | |
| II .. .. | 8 0 0 | 16 0 0 | 12 8 0 | 15 8 0 | 18—$\frac{1}{5}$—23 | | 110 | 16—$\frac{1}{4}$—22 With similar local allowance for men in the districts named above. | | 1,471 |
| | .. | .. | 11 8 0 | 19 8 0 | 17—$\frac{1}{5}$—22 | | 542 | .. | | |
| *Inferior servants.* | | | | | | | | | | |
| I .. .. | 7 0 0 | 10 0 0 | 13 8 0 | 15 8 0 | 16—$\frac{1}{5}$—21 | | 107 | 14—$\frac{1}{5}$—19 With Re. 1 extra in the Berar districts and the Nagpur, Wardha, and Nimar districts. | | 150 |
| II .. .. | 7 0 0 | 10 0 0 | 12 8 0 | 13 8 0 | 15—$\frac{1}{5}$—20 | | 593 | 13—$\frac{1}{5}$—18 (With Re. 1 extra in the above cases.) | | 550 |
| *Runners.* | 5 0 0 | 9 0 0 | 10 8 0 | 13 8 0 | .. | 14 0 0 | 1,728 | .. | 12 0 0 | 1,155 |
| | .. | .. | .. | .. | .. | 15 0 0 | 348 | .. | 13 0 0 | 633 |
| | .. | .. | .. | .. | .. | .. | .. | .. | 14 0 0 | 158 |
| | .. | .. | .. | .. | .. | .. | .. | .. | 15 0 0 | 128 |
| | | | | | | | | | 17 0 0 | 2 |
| *Boy Messengers.* | 4 0 0 | 7 0 0 | .. | .. | .. | 12 0 0 | 20 | 8—$\frac{1}{4}$—9 | | 127 |
| | .. | .. | 8 8 0 | 10 8 0 | .. | 11 0 0 | 107 | | | |

## Bihar and Orissa Circle.

16. For the Bihar and Orissa Circle, we propose two scales of pay for postmen, namely (1) for head offices with their town offices and the important sub-offices specified in schedule B, and (2) for the rest of the circle, the pay being for—

*Class I*—Rs. 18 rising by an increment of one rupee every four years to Rs. 24.

*Class II*—Rs. 16 rising by an increment of one rupee every four years to Rs. 22.

The Postmaster-General also proposed two classes but he put the pay at—

*A*—Head offices and important sub-offices, Rs. 15 rising by an increment of one rupee every three years to Rs. 20 and further rising by an increment of one rupee every two years to Rs. 25.

*B*—Rest of the Circle, Rs. 15 rising by an increment of one rupee every five years to Rs. 20.

17. The scales seemed to us defective (1) in that they did not, in so far that the minimum proposed was the same in both cases, recognise what is an established fact, namely, that postmen in head offices, whose duties are more difficult and responsible than in smaller offices, should be better paid, and (2) that for a large number of the staff they allowed no increase whatever on present minimum emoluments. The present minimum and maximum are Rs. 14 and Rs. 22 and the minimum and maximum before the war were Rs. 9 and 15. As regards inferior servants our proposals are rather more liberal than those of the Postmaster-General which we found on examination in detail would give no advance on existing emoluments to a very large part of the staff. The remarks about boy messengers in paragraph 15 are equally applicable here.

### Bihar and Orissa.

| Class. | Pre-war Pay. | | Present pay and allowances. | | Postmaster-General's proposals. | | | Committee's recommendations. | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Minimum. | Maximum. | Minimum. | Maximum. | Minimum. | Maximum. | No. | Minimum. | Maximum. | No. |
| | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | | Rs. A. P. | Rs. A. P. | |
| ***Postmen.*** | | | | | | | | | | |
| I .. .. | 9 0 0 | 15 0 0 | 14 0 0 | 22 0 0 | 15—$\frac{1}{5}$—20—$\frac{1}{2}$—25 | | 406 | 18—$\frac{1}{4}$—24 | | 381 |
| II .. .. | 9 0 0 | 15 0 0 | 14 0 0 | 17 0 0 | 15—$\frac{1}{5}$—20 | | 1,288 | 16—$\frac{1}{4}$—22 | | 1,313 |
| ***Inferior servants.*** | | | | | | | | | | |
| I .. .. | 8 0 0 | 11 0 0 | 12 0 0 | 15 0 0 | 13—$\frac{1}{5}$—18 | | 358 | 14—$\frac{1}{5}$—19 | | 341 |
| II .. .. | 8 0 0 | 9 0 0 | 12 0 0 | 14 0 0 | 12—$\frac{1}{5}$—18 | | 262 | 13—$\frac{1}{5}$—18 | | 279 |
| ***Runners.*** | | | | | | | | | | |
| | .. | 6 0 0 | .. | 12 0 0 | 13 0 0 | .. | 1,685 | 13 0 0 | .. | 1,685 |
| | .. | 7 0 0 | .. | 13 0 0 | 14 0 0 | .. | 191 | 14 0 0 | .. | 191 |
| | .. | 8 0 0 | .. | 14 0 0 | 15 0 0 | .. | 1 | 15 0 0 | .. | 1 |
| | .. | 9 0 0 | .. | .. | .. | .. | .. | .. | .. | .. |
| ***Boy Messengers.*** | | | | | | | | | | |
| | 4 0 0 | 6 0 0 | 9 0 0 | 13 0 0 | 12—$\frac{1}{5}$—15 | | 123 | 8—$\frac{1}{3}$—9 | | 123 |

## United Provinces Circle.

18. For the United Provinces Circle, we propose two scales of pay—

(1) for 1st class head offices, for the head offices of Gorakhpur, Mussoorie, Naini Tal, Almorah, and Dehra Dun, and for certain important sub-offices, namely, those at Ranikhet, Chakrata, and Lansdowne including in all cases their town offices and

(2) for the rest of the Circle ;

but as some of the former are in places where accommodation is not easily procurable, we suggest that in the case of the offices at Lucknow, Agra, Cawnpore, Allahabad, Meerut and Benares, postmen should be allowed a house rent allowance of Rs. 2 a month and inferior servants a similar allowance of one rupee a month. Mussoorie and Naini Tal are not included in this category because at these places free quarters are provided. The scales we propose for postmen are :—

*Class I.*—Rs. 18 rising by an increment of one rupee every 4 years to a maximum of Rs. 24

*Class II.*—Rs. 16 rising by an increment of one rupee every 4 years to a maximum of Rs. 22.

The Postmaster-General recommended three scales of pay, namely—

(1) for Cawnpore, Lucknow, Agra, Allahabad, Mussoorie and Naini Tal Rs. 15—25 ;

(2) for Meerut, Benares, Gorakhpur, Almora, Ranikhet, Chakrata, Lansdowne and Dehra Dun, Rs. 14—20 and

(3) for the rest of the Circle, Rs. 12—17.

19. It is perhaps a defect of the grouping that it placed two second class offices, Mussoorie and Naini Tal, in class I and two first class offices, Meerut and Benares, in class II. Our proposal to raise the minimum to Rs. 16 has obviated the necessity of dividing the offices into 3 classes. We propose a minimum of Rs. 16, because the minimum of Rs. 12 *plus* Rs. 1-8, the continuance of which the Postmaster General contemplated, seems to us to be inadequate for the reasons that the Local Government have raised the pay of menials on Rs. 8 (which is the present minimum pay of postmen) to Rs. 13 ; that in our opinion postmen should not get less than Rs. 16 a month anywhere ; and that Rs. 13-8 gives an insignificant increase to a large number of the staff and no increase at all to a further considerable number. The present minimum and maximum of pay and allowances are respectively Rs. 11-8 and Rs. 22 and the minimum and maximum before the war were Rs. 9 and Rs. 15.

Our proposals regarding inferior servants are on the whole rather more liberal than those of the Postmaster-General. That officer had, it seemed to us, not allowed an increase sufficient to place matters on a satisfactory permanent footing and we have therefore recommended some improvement on his proposals more especially in respect of the minimum pay. As regards runners it may be stated in explanation of the enhancement that the Postmaster-General contemplated the continuance of grain compensation allowance which we propose to discontinue.

## UNITED PROVINCES.

| Class. | PRE-WAR PAY. | | PRESENT PAY AND ALLOWANCES. | | POSTMASTER-GENERAL'S PROPOSAL. | | | COMMITTEE'S RECOMMENDATIONS. | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Minimum. | Maximum. | Minimum. | Maximum. | Minimum. | Maximum. | No. | Minimum. | Maximum. | No. |
| | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | | Rs. A. P. | Rs. A. P. | |
| *Postmen.* | | | | | | | | | | |
| I .. .. | 9 0 0 | 18 0 0 | 12 8 0 | 22 0 0 | 15 to 25. In 25 years, by an increment of Re. 1 at irregular intervals, with grain compensation allowance. | | 401 | 18—$\frac{1}{4}$—24 + House rent allowance of Rs. 2 for the 6 first class head offices and their town sub-offices. | | 619 |
| | | | | | 14 to 20 In 25 years by an increment of Re. 1 at irregular intervals, with grain compensation allowance. | | 218 | | | |
| II .. .. | 9 0 0 | 15 0 0 | 11 8 0 | 17 8 0 | 12 to 17 In 25 years, by an increment of Re. 1 at irregular intervals, with grain compensation allowance. | | 3,289 | 16—$\frac{1}{4}$—22 | | 3,289 |
| *Inferior Servants.* | | | | | | | | | | |
| I .. .. | 6 0 0 | 12 0 0 | 9 8 0 | 15 8 0 | 12 8 0 | 20 0 0 | 436 | 14—$\frac{1}{6}$—19 With Re. 1 as house rent for the 6 first class head offices and their town sub-offices. | | 436 |
| II .. .. | 5 0 0 | 8 0 0 | 9 8 0 (There are only two men who get as much as 19-8-0). | 19 8 0 | 11 8 0 | 16 8 0 | 1,019 | 13—$\frac{1}{5}$—18 | | 1,019 |
| *Runners.* | | | | | | | | | | |
| .... | 7 0 0 | 8 0 0 | 9 8 0 | .. | .. | 10 0 0 | 1,374 | 11 0 0 | .. | 1,374 |
| | .. | .. | 10 8 0 | .. | .. | 10 0 0 | 312 | 12 0 0 | .. | 31 |
| | .. | .. | 11 8 0 | .. | .. | 10 0 0 | 177 | 13 0 0 | .. | 177 |
| | .. | .. | 12 8 0 | .. | .. | 12 0 0 | 73 | 14 0 0 | .. | 73 |
| *Boy Messengers.* | | | | | | | | | | |
| .... | 4 0 0 | 6 0 0 | 7 8 0 | 9 8 0 | .. | .. | .. | 8—$\frac{1}{2}$—9 | | 133 |

BENGAL AND ASSAM.

20. The scales proposed for postmen by the Postmaster-General are :—

(1) for Calcutta General Post Office and town sub-offices, Alipore and Howrah—Rs. 18 rising by irregular increments of one rupee to Rs. 35 in 25 years ;

(2) for Darjeeling, Sikkim—Tibet, parts of Assam, Dacca, Mymensingh Chittagong, hill stations generally, and other expensive places —Rs. 16 rising by irregular increments of one rupee to Rs. 26 in 25 years ;

(3) for head offices other than those included in the above, important sub-offices and sub-offices with 3 or more postmen—Rs. 15 rising by irregular increments of one rupee to Rs. 24 in 23 years ; and

(4) for the rest of the Circle—Rs. 15 rising by irregular increments of one rupee to Rs. 20 in 24 years.

21. We propose four scales namely—

(1) for Calcutta and its town sub-offices,

(2) for Alipur and Howrah and their town offices,

(3) for other head offices including their town offices important sub-offices, Sikkim—Tibet, parts of Assam, hill stations, and other expensive places, (*vide* schedule C),

(4) for the rest of the Circle.

The scales of pay proposed are—

*Class I*—Rs. 22 for three years, and then rising by an annual increment of one rupee to Rs. 40.

*Class II*—Rs. 20 rising by a biennial increment of one rupee to Rs. 32.

*Class III*—Rs. 18 rising by an increment of one rupee every four years to Rs. 24, with house-rent allowance (if quarters are not provided) of Rs. 2 in Darjeeling, Dacca, Mymensingh and Chittagong.

*Class IV*—Rs. 16 rising by an increment of one rupee every four years to Rs. 22.

22. We have raised the pay proposed for Calcutta, firstly because Rs. 18 is the present minimum, and here as elsewhere the circumstances justify an increase of the present emoluments of postmen, and secondly because with a minimum of Rs. 18 and maximum of Rs. 35, the disparity between it and the scale proposed for Bombay, namely Rs. 27—45 would be so large as to be likely to cause dissatisfaction in Calcutta. We have proposed a lower scale for Alipore and Howrah, because on the whole in these places living is cheaper than in Calcutta and the work is of a less difficult and responsible character. We have also substituted one group on Rs. 18—$\frac{1}{4}$—24 for the two proposed groups on Rs. 16—26 and Rs. 15—24, our reasons being that having regard to present emoluments, Rs. 15 and 16 are too low as minima and Rs. 26 is an unnecessarily high maximum. There are three men in Darjeeling whose emoluments exceed Rs. 24, but we do not think that on account of these exceptional cases the maximum should be pitched higher than the general range of emoluments justifies. The three exceptional cases can be dealt with by special order. As regards class (4), Rs. 16—22 has for reasons which have been stated elsewhere been adopted as the mofussil scale of pay. We cannot agree that a sub-office should be placed in a higher class merely because the number of postmen employed in it is three or more, and we have accordingly placed in class IV a number of postmen who under the Postmaster-General's proposals would come into class III. The present minimum and maximum of pay and allowances in Calcutta, excluding house-rent allowance, are Rs. 18 and Rs. 29, and in offices elsewhere than in Calcutta Rs. 13 and Rs. 23 (excluding three special appointments in Darjeeling). The minimum and maximum before the war were, in Calcutta, Rs. 13 and Rs. 20 and elsewhere in the Circle Rs. 9 and Rs. 20. As regards inferior servants our proposals are on the whole more liberal than those of the Postmaster General. The reason of this is that we found on examination that the Postmaster General's rates would give no increase at all in a large number of cases and an insignificant increase in many others.

## Bengal and Assam.

| Class | Pre-war pay. | | Present pay and allowances. | | Postmaster General's proposals. | | | Committee's recommendations. | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Minimum. | Maximum. | Minimum. | Maximum. | Minimum. | Maximum. | No. | Minimum. | Maximum. | No. |
| | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | | Rs. A. P. | Rs. A. P. | |
| *Postmen.* | | | | | | | | | | |
| I .. .. | 13 0 0 | 20 0 0 | 18 0 0 | 29 0 0 | 18 to 35 | | 754 | 22—22—22—1—40 | | 754 |
| II .. .. | 10 0 0 | 20 0 0 | 15 0 0 | 23 0 0 | 18 0 0 | 35 0 0 | 97 | 20—$\frac{1}{8}$—32 | | 97 |
| III .. .. | 9 0 0 | 20 0 0 | 13 0 0 | 23 0 0 | 16 0 0 | 26 0 0 | 1,252 | 18—$\frac{1}{4}$—24 | | 591 |
| | | | | | 15 0 0 | 24 0 0 | | | | |
| IV .. .. | 9 0 0 | 16 0 0 | 13 0 0 | 23 0 0 | 15—$\frac{1}{5}$—20 | | 3,290 | 16—$\frac{1}{4}$—22 | | 3,951 |
| *Inferior Servants.* | | | | | | | | | | |
| I.—Calcutta | | | | | | | | | | |
| Indian Commissionaire. | .. | 25 0 0 | .. | 29 0 0 | 30—$\frac{1}{5}$—35 | | 1 | 30—$\frac{1}{5}$—35 | | 1 |
| Record suppliers | .. | .. | 21 0 0 | 23 0 0 | 25 | | 10 | 25 0 0 | | 5 |
| | | | | | | | | 22 0 0 | | 5 |
| Jemadar .. | .. | 15 0 0 | 14 0 0 | 18 0 0 | 20—$\frac{1}{5}$—25 | | | 20 0 0 | | 1 |
| Packers .. | 8 0 0 | 11 0 0 | 14 0 0 | 17 0 0 | 14—$\frac{1}{3}$—22 | | 266 | 16—$\frac{1}{5}$—21 | | 266 |
| Farashes and Inkmen. | 8 0 0 | 11 0 0 | 13 0 0 | 14 0 0 | 14—$\frac{1}{3}$—22 | | 13 | | | |
| Assistant Jemadar, Peons, mail peons Durwans, Coolies, Liftmen, Manjhis and Oarsmen. | 8 0 0 | 12 0 0 | 13 0 0 | 15 0 0 | Fixed grades of 15, 16 and 17. | | 107 | 15—$\frac{1}{5}$—20 | | 120 |
| Daftris .. | 12 0 0 | 15 0 0 | 18 0 0 | 23 0 0 | Fixed grades of 20, 22 and 25. | | 3 | 20—$\frac{1}{5}$—25 | | 3 |
| Carpenters .. | 14 0 0 | 15 0 0 | 18 0 0 | 19 0 0 | .. | 25 0 0 | 2 | 20 0 0 | | 2 |
| Boy Messengers. | 5 0 0 | 6 0 0 | .. | 10 0 0 | .. | 12 0 0 | 76 | 11—$\frac{1}{3}$—12 | | 76 |
| II.—Alipore and Howrah. | | | | | | | | | | |
| Packers and all classes of peons. | 10 0 0 | 12 0 0 | 13 0 0 | 15 0 0 | 14—$\frac{1}{4}$—22 and fixed pay Rs. 15 for peons. | | 52 | 15—$\frac{1}{5}$—20 | | 52 |
| III.—Darjeeling, Sikkim, Tibet, Lower and Upper Assam Divisions, Dacca, Mymensing and Chittagong. | 10 0 0 | 15 0 0 | 13 0 0 | 18 8 0 | 14—$\frac{1}{5}$—19 | | 194 | 15—$\frac{1}{5}$—20 | | 194 |
| IV.—Head offices other than those mentioned above and the places mentioned in Schedule C. | 9 0 0 | 12 0 0 | 12 0 0 | 15 0 0 | 13—$\frac{1}{5}$—18 | | 610 | 14—$\frac{1}{5}$—19 | | 369 |
| V—Rest of the circle. | 7 0 0 | 10 0 0 | 11 0 0 | 13 0 0 | 12—$\frac{1}{5}$—17 | | 405 | 13—$\frac{1}{5}$—18 | | 646 |
| *Runners.* | | | | | | | | | | |
| I.—Calcutta, Alipore and Howrah. | .. | .. | .. | 13 0 0 | 15 0 0 | 16 0 0 | 40 | 15 0 0 | | 40 |
| II.—Rest of the Circle | .. | .. | 11 0 0 | 19 0 0 | Fixed grades of Rs. 13 —14— to Rs. 22. | | 3,708 | 22 0 0 | | 50 |
| | | | | | | | | 21 0 0 | | 65 |
| | | | | | | | | 20 0 0 | | 14 |
| | | | | | | | | 19 0 0 | | 12 |
| | | | | | | | | 17 0 0 | | 68 |
| | | | | | | | | 16 0 0 | | 36 |
| | | | | | | | | 15 0 0 | | 483 |
| | | | | | | | | 14 0 0 | | 609 |
| | | | | | | | | 13 0 0 | | 2,371 |
| *Boy Messengers.* .. | 3 0 0 | 10 0 0 | 8 0 0 | 13 0 0 | 10 0 0 | 15 0 0 | 171 | 9—$\frac{1}{3}$—11 | | 171 |

BURMA CIRCLE.

23. We propose four scales of pay for postmen and inferior servants, namely—

(1) for Rangoon General Post Office and its Town sub-offices,

(2) for Mandalay, Moulmein, Tavoy and Bassein, and their town offices.

(3) for other head offices and the large and important sub-offices specified in schedule D, including in both cases the town offices, and

(4) for the rest of the Circle.

The scales of pay proposed for postmen are :—

(1) Rs. 24 rising by Rs. 2 every three years to Rs. 40,

(2) Rs. 22 rising by an increment of one rupee every two years to Rs. 34,

(3) Rs. 20 rising by an increment of one rupee every four years to Rs. 26, and

(4) Rs. 18 rising by an increment of one rupee every four years to Rs. 24.

Our proposals differ from those of the Postmaster-General in that he proposed the division of postmen into 3 classes, namely—

(1) for Rangoon and its Town sub-offices, Mandalay, Moulmein, Tavoy and Bassein—Rs. 23 rising by a biennial increment of one rupee to Rs. 35,

(2) for other Head offices and the sub-offices specified in schedule—Rs. 20 rising by an increment of one rupee every 4 years to Rs. 27, and

(3) for the rest of the Circle—Rs. 18 rising by an increment of one rupee every five years to Rs. 25.

24. We have proposed a lower scale of pay for Mandalay and other towns placed by the Postmaster-General in the Rangoon class for the reason that the present pay and allowances in these stations are substantially lower than in Rangoon and there is no reason for levelling them up to Rangoon. We have raised the minimum for Rangoon, because for more than half the establishment Rs. 23 would give no increase at all, and we have also raised the maximum because the existing maximum of pay and allowance is Rs. 34 and an increase of one rupee would be inadequate. We have reduced the maximum proposed for Postmaster-General's class (2) because the present maximum of pay and allowances does not warrant a higher future maximum of pay than Rs. 26, and for the same reason we have reduced the Postmaster-General's proposed maximum for class (3) by one rupee. The present minimum and maximum of pay and allowances excluding house-rent allowance are in Rangoon—Rs. 21 and Rs. 34 and in the rest of the Circle—Rs. 17 and Rs. 29. The pre-war minimum in Rangoon was Rs. 18 and the maximum Rs. 30 ; elsewhere the minimum was Rs. 14 and the maximum Rs. 25.

As regards inferior servants we have amended the scales proposed by the Postmaster-General in some minor particulars. For example, having regard to existing rates of pay we have put up the minimum in class I from Rs. 19 to Rs. 20 and reduced the maximum in the other three classes. This incidentally has eliminated two seriously defective grades proposed by the Postmaster-General, namely those for Classes III and IV under which the maximum would not have been reached until 35 years' service had been completed, that is to say, rarely reached at all. For boy messengers a scale which provides increments for 15 years is obviously unsuitable and we have accordingly substituted a scale which in addition to a reasonable minimum provides as we have suggested for other places one increment only. Further increases for boys should accrue from their promotion to the adult scale.

## BURMA.

| Class. | PRE-WAR PAY. | | PRESENT PAY AND ALLOWANCES. | | POSTMASTER GENERAL'S PROPOSAL. | | | COMMITTEE'S RECOMMENDATIONS. | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Minimum. | Maximum. | Minimum. | Maximum. | Minimum. | Maximum. | No. | Minimum. | Maximum. | No. |
| | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | | Rs. A. P. | Rs. A. P. | |
| *Postmen.* | | | | | | | | | | |
| I .. .. | 18 0 0 | 30 0 0 | 21 0 0 | 34 0 0 | 23—½—35 | | 213 | 24—⅔—40 | | 213 |
| II .. .. | 14 0 0 | 25 0 0 | 18 0 0 | 29 0 0 | 23—½—35 | | 71 | 22—⅔—34 | | 71 |
| III .. .. | 14 0 0 | 25 0 0 | 17 0 0 | 23 0 0 | 20—½—27 | | 122 | 20—½—26 | | 122 |
| IV .. .. | 14 0 0 | 20 0 0 | 17 0 0 | 23 0 0 | 18—½—25 | | 544 | 18—½—24 | | 544 |
| *Inferior Servants.* | .. | .. | 45 0 0 | 45 0 0 | 35—½—50 | | 1 | 35—½—50 | | 1 |
| I .. .. | 14 0 0 | 20 0 0 | 17 0 0 | 23 0 0 | 19—½—25 | | 141 | 20—½—25 | | 141 |
| | | | 26 0 0 | 29 0 0 | 22—½—30 | | 2 | 22—½—30 | | 2 |
| II .. .. | 14 0 0 | 20 0 0 | 17 0 0 | 23 0 0 | 19—½—25 | | 46 | 19—½—24 | | 46 |
| III .. .. | 12 0 0 | 16 0 0 | 14 0 0 | 20 0 0 | 18—½—25 | | 66 | 18—½—23 | | 66 |
| IV .. .. | 12 0 0 | 18 0 0 | 14 0 0 | 23 0 0 | 16—½—23 | | 324 | 16—½—21 | | 324 |
| *Runners.* | | | | | | | | | | |
| .... | 12 0 0 | 25 0 0 | 12 0 0 | .. | .. | 12 0 0 | 1 | .. | 12 0 0 | 1 |
| | .. | .. | 14 0 0 | .. | .. | 14 0 0 | 21 | .. | 14 0 0 | 21 |
| | .. | .. | 16 0 0 | .. | .. | 16 0 0 | 30 | .. | 16 0 0 | 30 |
| | .. | .. | 17 0 0 | .. | .. | 17 0 0 | 19 | .. | 17 0 0 | 19 |
| | .. | .. | 18 0 0 | .. | .. | 18 0 0 | 48 | .. | 18 0 0 | 48 |
| | .. | .. | 19 0 0 | .. | .. | 19 0 0 | 3 | .. | 19 0 0 | 3 |
| | .. | .. | 20 0 0 | .. | .. | 20 0 0 | 1 | .. | 20 0 0 | 1 |
| | .. | .. | 21 0 0 | .. | .. | 21 0 0 | 9 | .. | 21 0 0 | 9 |
| | .. | .. | 22 0 0 | .. | .. | 22 0 0 | 5 | .. | 22 0 0 | 5 |
| | .. | .. | 23 0 0 | .. | .. | 23 0 0 | 13 | .. | 23 0 0 | 13 |
| | .. | .. | 26 0 0 | .. | .. | 26 0 0 | 4 | .. | 26 0 0 | 4 |
| | .. | .. | 34 0 0 | .. | .. | 34 0 0 | 1 | .. | 34 0 0 | 1 |
| *Boy Messengers.* | | | | | | | | | | |
| .. .. | 5 0 0 | 15 0 0 | 10 0 0 | 14 0 0 | 12—½—15 | | 24 | 12—½—13 | | 24 |
| | .. | .. | .. | .. | .. | .. | .. | | | |

## Madras Circle.

25. For the Madras Circle, the Postmaster-General proposes five scales of pay for postmen, namely :—

(1) For Madras General Post Office and its Town Sub-offices, Rs. 20 rising by an irregular increment of one rupee to Rs. 40 in 26 years with a house rent allowance of Rs. 2 a month.

(2) For Bangalore, Madura, Ootacamund, Dhanushkodi and Hyderabad, Rs. 18 rising by a biennial increment of one rupee to Rs. 30.

(3) For special localities, Rs. 19 rising by an increment of one, rupee every four years to Rs. 25.

(4) For other Head Offices and important Sub-offices, Rs. 17 rising by a triennial increment of one rupee to Rs. 25.

(5) For the rest of the Circle, Rs. 17 rising to Rs. 23 by an increment of one rupee every four years.

We propose—

(1) For Madras General Post Office and Town Sub offices, Rs. 20 rising by an increment of two rupees every three years to Rs. 36.

(2) For Bangalore, Madura, Ootacamund, Dhanushkodi and Hyderabad, and their town offices Rs. 20 rising by a biennial increment of one rupee to Rs. 32.

(3) For other Head Offices and the important Sub-offices specified in schedule E, with town offices in all cases, Rs. 18 rising by an increment of one rupee every four years to Rs. 24, and

(4) For the rest of the Circle, Rs. 16 rising by an increment of one rupee every four years to Rs. 22.

26. We have reduced the maximum proposed for Madras by the Postmaster-General with reference to the present actual maximum which is Rs. 32. For Class (2), we have enhanced the minimum because the present actual minimum of pay and allowance is in excess of that proposed by the Postmaster-General, and we have raised the proposed maximum by Rs. 2 so as to allow a reasonable increase over the present actual maximum. We have amalgamated the Postmaster-General's proposed Classes (3) and (4), but any local allowance sanctioned for a special locality should continue to be drawn. For the rest of the Circle we have placed the minimum at Rs. 16 instead of Rs. 17, as proposed by the Postmaster-General, because the present minimum is only Rs. 11-8-0, and we are not satisfied that there is any sufficient reason for allowing the Madras Moffussil a higher minimum than has been allowed for the neighbouring Province of Bengal. The present minimum and maximum are, in Madras City—Rs. 18½ and 32 and in the rest of the Province—Rs. 11½ and 32. In addition to the scale of pay proposed we recommend the grant of a house allowance of Rs. 2 a month to postmen employed in Madras City, Bangalore, Madura and Hyderabad.

As regards inferior servants the Postmaster General placed 277 men in a grade Rs. 17 to Rs. 23 and 9 men in a grade Rs. 15 to Rs. 20. Having regard to present rates of pay and to the fact that the Madras Salaries Committee recommended Rs. 15, a recommendation which we are informed the Government of Madras have accepted, as a suitable minimum for inferior servants in the Madras Town, we recommend Rs. 16 to Rs. 21, for those (103 men) now in receipt of Rs. 14-8-0 to Rs. 19-8-0 and Rs. 15 to Rs. 20 for those (183 men) whose present emoluments are Rs. 10-8-0 to Rs. 13-8-0. For the same reasons we consider the Postmaster General's proposals to allow Rs. 15 to Rs. 20 to men now in receipt of Rs. 9-8-0 to Rs. 13-8-0, and Rs. 17 to 22 to those in receipt of Rs. 14-8-0 to Rs. 17-8-0 unduly liberal, and suggest that the rates of pay should be Rs. 13 to 18 and Rs. 15 to Rs. 20.

## MADRAS.

| Class. | Pre-war pay. Minimum | Pre-war pay. Maximum | Present pay and allowances. Minimum. | Present pay and allowances. Maximum. | Postmaster-General's proposal. Minimum. | Postmaster-General's proposal. Maximum. | Postmaster-General's proposal. No. | Committee's recommendations. Minimum. | Committee's recommendations. Maximum. | Committee's recommendations. No. |
|---|---|---|---|---|---|---|---|---|---|---|
| | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | | Rs. A. P. | Rs. A. P. | |
| *Postmen.* | | | | | | | | | | |
| I .. .. | 12 0 0 | 20 0 0 | 18 8 0 | 32 0 0 | 20 to 40 in 25 years by an increment of Re. 1 at irregular intervals +house rent allowance of Rs 2. | | 318 | 20—$\frac{2}{3}$—36 +House rent allowance of Rs. 2 each. | | 318 |
| II .. .. | 8 0 0 | 20 0 0 | 18 8 0 | 26 0 0 | 18—$\frac{1}{2}$—30 | | 294 | 20—$\frac{1}{2}$—32 +house rent allowance of Rs. 2 at Bangalore, Madura and Hyderabad. | | 294 |
| III .. .. | 8 0 0 | 20 0 0 | 14 8 0 | 24 0 0 | 17—$\frac{1}{3}$—25 | | 720 | 18—$\frac{1}{4}$—24 | | 601 |
| | | | | | 19—$\frac{1}{3}$—25 | | 228 | | | |
| IV .. .. | 8 0 0 | 14 0 0 | 11 8 0 | 18 8 0 | 17—$\frac{1}{4}$—23 | | 3,317 | 16—$\frac{1}{4}$—22 | | 3,664 |
| *Inferior Servants.* | | | | | | | | | | |
| I .. .. | .. | .. | 14 8 0 | 19 8 0 | 17 0 0 | 23 0 0 | 264 | 16—$\frac{1}{5}$—21 | | 98 |
| | 7 0 0 | 12 0 0 | 10 8 0 | 13 8 0 | 15 0 0 | 20 0 0 | 9 | 15—$\frac{1}{5}$—20 | | 175 |
| | .. | .. | .. | 26 0 0 | .. | 30 0 0 | 2 | 30—0—0 | | 2 |
| II .. .. | 7 0 0 | 13 0 0 | 9 8 0 | 12 8 0 | 15 0 0 | 20 0 0 | 1,177 | 13—$\frac{1}{5}$—18 | | 1,238 |
| | .. | .. | 13 8 0 | 17 8 0 | 17 0 0 | 22 0 0 | 102 | 15—$\frac{1}{5}$—20 | | 41 |
| | .. | .. | .. | 19 0 0 | .. | 20 0 0 | 4 | 20—0—0 | | 4 |
| *Runners.* | | | | | | | | | | |
| I.—General Post Office. | 6 0 0 | 7 0 0 | 9 8 0 | 11 8 0 | .. | 12 0 0 | 90 | 12 0 0 | | 90 |
| II.—Circle .. | 5 0 0 | 10 0 0 | 9 8 0 | 13 8 0 | .. | 12 0 0 | 2,544 | 12 0 0 | | 2,544 |
| | .. | .. | .. | .. | .. | 13 0 0 | 384 | 13 0 0 | | 384 |
| | .. | .. | .. | .. | .. | 14 0 0 | 79 | 14 0 0 | | 79 |
| *Boy Messengers.* | | | | | | | | | | |
| I.—General Post Office. | .. | 5 0 0 | 7 8 0 | 8 8 0 | .. | 9 0 0 | 1 | 9—$\frac{1}{3}$—10 | | 1 |
| II.—Circle .. | 3 0 0 | 7 0 0 | 7 8 0 | 10 8 0 | .. | 9 0 0 | 257 | 9—$\frac{1}{3}$—10 | | 268 |
| | .. | .. | .. | .. | .. | 10 0 0 | 4 | | | |
| | .. | .. | .. | .. | .. | 11 0 0 | 7 | | | |

PUNJAB AND NORTH-WEST FRONTIER CIRCLE.

27. For the Punjab and North-West Frontier Circle we propose four scales of pay, namely :—

(1) For first class Head offices, their town offices, and the Baluchistan mofussil.

(2) For the Head offices at Dera Ghazi Khan, Dera Ismail Khan, Kohat, Bannu, Sargodha, Lyallpur, and Montgomery and their town offices.

(3) For other Head offices, the sub-offices at Kasauli, Murree, Dalhousie, Nowshera, and Risalpur, offices, other than Head offices, in Drosh, and in the Peshawar, Kohat, Bannu, Dera Ghazi Khan, Dera Ismail Khan, Sargodha, Lyallpur and Montgomery districts.

(4) For the rest of the Circle.

The rates of pay proposed for postmen are :—

(1) Rs. 22 rising by an increment of one rupee every two years to Rs. 34 with a house-rent allowance of Rs. 2 a month in Delhi, Lahore, Rawalpindi, and Peshawar.

(2) Rs. 20 rising by an increment of one rupee every four years to Rs. 26.

(3) Rs. 18 rising by an increment of one rupee every four years to Rs. 24.

(4) Rs. 16 rising by an increment of one rupee every four years to Rs. 22.

The Postmaster-General proposed five scales as follows :—

(1) For first class Head offices—Rs. 25 rising by an annual increment of one rupee to Rs. 50.

(2) For Baluchistan mofussil—Rs. 25 rising by an increment of one rupee every five years to Rs. 30.

(3) For Head offices on the Frontier and the Canal Colonies—Rs. 20 rising by an increment of Rs. 2 every five years to Rs. 30.

(4) For other Head offices, important sub-offices and the offices mentioned in classification (3) above—Rs. 16 rising by an increment of Rs. 2 every five years to Rs. 26.

(5) For the rest of the Circle—Rs. 14 rising by an increment of one rupee every five years to Rs. 20.

28. The following are explanations of the amendments proposed :—

*Postmaster-General's Class (1).*—As the present minimum is Rs. 20-8-0, we do not think it is necessary to fix the future minimum at so much as Rs. 25 and the present maximum being Rs. 27, we consider a maximum of Rs. 50 altogether excessive.

*Postmaster-General's Class (2).*—For the same reason we have proposed Rs. 22 as the minimum, and as regards the maximum, though Rs. 34 is high, we do not think a separate class with a lower maximum for the small staff employed in the Baluchistan mofussil is necessary.

*Postmaster-General's Class (3).*—We have reduced the maximum with reference to the present actual maximum (Rs. 23-8-0) drawn by all but one man.

*Postmaster-General's Class (4).*—We have raised the minimum by Rs. 2, because in the case of a large percentage of the staff, Rs. 16 would give little or no increase, and we have reduced the maximum because to all but 24 of the 733 men in the class, Rs. 24 will give a sufficient increase, and we do not think that a maximum, which all who serve long enough will rise to in regular course, should be pitched specially high because of this small percentage. Moreover, most of the 24 men will be Head Postmen who will be compensated by the duty allowance which is elsewhere proposed for Head Postmen.

*Postmaster-General's Class (5).*—We have raised the minimum for the reason that less than Rs. 16 has not been proposed anywhere for men of the postmen class. Further, an initial pay of Rs. 14 as proposed by the Postmaster-General would give little or no increase to 1,933 of the 2,100 men in the class.

29. As regards inferior servants, the main reason of our modifications of the Postmaster-General's proposals is that we found on examination of statistics obtained by us that the rates recommended were in some cases higher than it was necessary to allow having regard to present pay and allowances. As regards runners, the alteration has been made in consultation with the Postmaster-General to whom it was pointed out that as his proposals stood they allowed liberal increases to some men at the expense of others who stood actually to lose money as a result of the revision. For boy messengers, we consider that a scale divided into grades which implies long continued service as a boy messenger is quite unsuitable. Promotion for boys should lie in advancement to the adult grades.

## Punjab and North-West Frontier.

| Class. | Pre-war pay. | | Present pay and allowances. | | Postmaster-General's proposal. | | | Committee's recommendations. | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Minimum. | Maximum. | Minimum. | Maximum. | Minimum. | Maximum. | No. | Minimum. | Maximum. | |
| *Postmen.* | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | | Rs. A. P. | Rs. A. P. | |
| I .. .. | 12 0 0 | 16 0 0 | 20 8 0 | 27 0 0 | 25—1—50 | | 545 | 22—½—34 | | 591 |
| | .. | .. | .. | .. | 25—⅕—30 | | 39 | *Plus* house rent allowance for some stations. | | |
| II .. .. | 10 0 0 | 15 0 0 | 15 8 0 | 20 8 0 | 20—⅖—30 | | 66 | 20—¼—26 | | 86 |
| III .. .. | 9 0 0 | 14 0 0 | 12 8 0 | 19 8 0 | 16—⅖—26 | | 733 | 18—¼—24 | | 706 |
| IV .. .. | 9 0 0 | 12 0 0 | 12 8 0 | 16 8 0 | 14—⅕—20 | | 2,100 | 16—¼—22 | | 2,100 |
| *Inferior Servants.* | | | | | | | | | | |
| I 1st Class Head Offices except Quetta. | 8 0 0 | 12 0 0 | 13 8 0 (There is only one man on Rs. 23-8-0 and one on Rs. 21-8-0). | 23 8 0 | 20—⅕—25 | | 467 | 17—⅕—22 | | 403 |
| Baluchistan. | 8 0 0 | 12 0 0 | 18 0 0 | 20 0 0 | 20—⅙—25 | | .. | 18—⅕—23 | | 64 |
| II .. .. | 8 0 0 | 12 0 0 | 10 0 0 | 16 8 0 | 17—⅕—22 | | 65 | 16—⅕—21 | | 75 |
| III .. .. | 8 0 0 | 10 0 0 | 12 8 0 | 15 8 0 | 15—⅕—20 | | 526 | 15—⅕—20 | | 516 |
| IV .. .. | 8 0 0 | 10 0 0 | 11 8 0 | 14 8 0 | 14—⅕—19 | | 324 | 14—⅕—19 | | 324 |
| *Mail guards and Boatmen.* | | | | | | | | | | |
| 9 Mail guards | .. | .. | 24 8 0 | 30 8 0 | | 30—1—40 | 11 | 27—⅙—32 | | 9 |
| 2 Boatmen .. | .. | .. | .. | 24 8 0 | .. | 30—1—40 | .. | .. | 25 0 0 | 2 |
| *Runners.* | 6 0 0 | 10 0 0 | 9 8 0 | 16 8 0 | .. | 12 0 0 | 1,111 | .. | 11 0 0 | 125 |
| | .. | .. | .. | .. | .. | 13 0 0 | 844 | .. | 12 0 0 | 729 |
| | .. | .. | .. | .. | .. | 14 0 0 | 214 | .. | 13 0 0 | 1,231 |
| | .. | .. | .. | .. | .. | 15 0 0 | 28 | .. | 14 0 0 | 79 |
| | .. | .. | .. | .. | .. | 20 0 0 | 2 | .. | 15 0 0 | 33 |
| | .. | .. | .. | .. | .. | .. | .. | .. | 18 0 0 | 2 |
| *Boy Messengers and Bellow boy.* | 3 0 0 | 8 0 0 | 8 8 0 | 14 8 0 | Fixed grades. 10, 12, 13 and 15. | | 46 | 9—⅔—11 | | |
| | | | | | | | 11 | | | |
| | | | | | | | 2 | | | 62 |
| | | | | | | | 3 respectively. | | | |

30. There remain the senior appointments in post offices which are filled by men of the Postmen class, namely, overseer postmen, sorting or reader postmen and head postmen. The following statement shows the number of such men employed in each Circle, the pay they drew before the war, the pay they are now in receipt of and the pay recommended by Postmasters-General, Our opinion is that in the case of these appointments it is preferable in lieu of special rates of pay to sanction specified duty allowances to be drawn in addition to pay of grade by the postmen selected for, and actually employed on, these duties. Such a system will admit of the selection regardless of seniority of postmen best qualified for the work, the removal without dismissal, degradation, or stigma, of men who for any reason it is deemed desirable to revert to the regular line. The scale of allowances we propose is :—

| | Rs. | A. | P. | |
|---|---|---|---|---|
| (1) For overseer postmen .. .. .. .. | 10 | 0 | 0 | per mensem. |
| (2) For sorter or reader postmen .. .. .. | 7 | 8 | 0 | „ „ |
| (3) Head postmen, including those specially required to convey or escort cash—Rule 6, Appendix 12, Post Office Manual, Volume V . . . . | 5 | 0 | 0 | „ „ |

| Circle. | Class of Men. | Pre-war rate of pay. | | Present rate of pay and allowances. | | Postmaster-General's proposals. | | Remarks. |
|---|---|---|---|---|---|---|---|---|
| | | Minimum. | Maximum. | Minimum. | Maximum. | No. | Rate of pay. | |
| | | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | | Rs. | |
| Bengal and Assam | Overseer postmen .. | .. | 25 0 0 | 23 0 0 | 39 0 0 | 22 | 40—1—45 | |
| | | | | | | 2 | 30—1—35 | |
| | Reader or sorting postmen | .. | 25 0 0 | 23 0 0 | 37 0 0 | 58 | 35—1—40 | |
| | | | | | | 5 | 30—1—35 | |
| | Head postmen .. | .. | 20 0 0 | 17 0 0 | 29 0 0 | 2 | 35—1—40 | |
| | | | | | | 95 | 30—1—35<br>16—1—26<br>25<br>15—1—24 | |
| Bihar and Orissa | Overseer postmen .. | .. | .. | .. | .. | .. | .. | |
| | Reader or sorting postmen | 10 0 0 | 14 0 0 | 15 0 0 | 21 0 0 | 1 | Same rate of pay as that of postmen. | |
| | Head postmen .. | 10 0 0 | 14 0 0 | 15 0 0 | 21 0 0 | 29 | | |
| Bombay .. | Overseer postmen .. | 30 0 0 | 30 0 0 | 31 0 0 | 52 0 0 | 37 | 60 | |
| | Reader or sorting postmen | 25 0 0 | 30 0 0 | 26 0 0 | 45 0 0 | 116 | 50 | |
| | Head postmen .. | 12 0 0 | 23 0 0 | 18 0 0 | 31 0 0 | 65 | Same pay as that of postmen. | |
| Burma .. .. | Overseer postmen .. | 25 0 0 | 35 0 0 | .. | 45 0 0 | 16 | 35—$\frac{2}{5}$—50 | |
| | Reader or sorting postmen | 25 0 0 | 25 0 0 | 29 0 0 | 39 0 0 | 6 | 23—$\frac{1}{2}$—35 | |
| | | | | | | 1 | 30—$\frac{1}{4}$—45 | |
| | Head postmen .. | 15 0 0 | 25 0 0 | 16 0 0 | 25 0 0 | 3 | 30—$\frac{2}{5}$—45 | |
| | | | | | | 29 | 25—$\frac{1}{4}$—30 | |
| Madras .. | Overseer postmen .. | 23 0 0 | 28 0 0 | 32 0 0 | 37 0 0 | 11 | Same rate of pay as that of postmen. | |
| | Sorting postmen .. | 21 0 0 | 28 0 0 | 26 0 0 | 37 0 0 | 26 | | |
| | Head postmen .. | 13 8 0 | 23 0 0 | 17 8 0 | 37 0 0 | 39 | | |
| Central Provinces.. | Overseer postmen .. | .. | .. | .. | .. | .. | .. | |
| | Sorting postmen .. | 14 0 0 | 20 0 0 | 24 0 0 | 26 0 0 | 9 | 35 | |
| | | | | | | | 32 | |
| | Head postmen .. | 10 0 0 | 16 0 0 | 13 8 0 | 26 0 0 | 26 | 20—1—25 | |
| | | | | | | 21 | 18—1—23 | |
| Punjab and North-West Frontier. | Overseer postmen .. | 16 0 0 | 20 0 0 | 26 0 0 | 32 0 0 | 7 | Same rate as that of postmen. | |
| | Sorting postmen .. | 16 0 0 | 25 0 0 | 37 0 0 | 38 0 0 | 29 | 50—2—1—60 | |
| | Head postmen .. | 12 0 0 | 20 0 0 | 19 8 0 | 35 0 0 | 50 | Same rate as that of postmen. | |
| United Provinces.. | Overseer postmen .. | 15 0 0 | 18 0 0 | 19 8 0 | 26 0 0 | 14 | Fixed rate of 20, 25 and 30. | |
| | Sorting postmen .. | 15 0 0 | 20 0 0 | 19 8 0 | 26 0 0 | 31 | | |
| | Head postmen .. | 12 0 0 | 20 0 0 | 15 8 0 | 26 0 0 | 44 | | |

## Departmental Branch Postmasters and Overseers.

31. The officials dealt with in this section are Branch Postmasters, that is Postmasters in charge of the smallest of Departmental Post offices, and two classes of Overseers, namely, those engaged in clearing the accumulated cash collections of outlying post offices, and those employed in the supervision of runners. For some time past a steady effort has been made in the Department to place branch offices in charge of men of the postmen class with the result that now almost all Branch Postmasters are ex-postmen. This has been done mainly for financial reasons, but partly also to improve the prospects of, and thus induce men of a better type to seek employment as, postmen. Cash and mail Overseers also consist of promoted Postmen.

32. The pay of Branch Postmasters and of Overseers, cash and mail, is rather better in Burma than in India and we think it necessary therefore to propose slightly better time-scales of pay for them. The number of Branch Postmasters in Burma is 76 of whom 11 are of the clerical class. Apart from these 11, who draw as pay and war allowance Rs. 45 a month there are 30 on Rs. 34, 6 on Rs. 29 and 29 on Rs. 23. We recommend :—

(*i*) that for the 76 appointments a time-scale of pay of Rs. 25 rising by an annual increment of Re. 1 to Rs. 35 be sanctioned.

(*ii*) that the 11 clerks employed as Branch Postmasters be absorbed in the clerical establishment and be replaced by men of the postmen class, and that pending absorption they may be given such personal allowance as will raise their emoluments to the pay to which they are entitled on the time-scale for clerks, and

For cash and mail Overseers in Burma, of whom there are 11 on Rs. 45 and 1 on Rs. 34, we recommend a time-scale of pay of Rs. 35 rising by an annual increment of Re. 1 to Rs. 45.

33. In the rest of India there are 1,261 Branch Postmasters. Ignoring 4 on rates of pay *plus* war allowance and grain compensation allowance ranging between Rs. 14-8-0 and Rs. 15-8-0, the present pay and allowances of this class range from a minimum of Rs. 18 to a maximum of Rs. 38. We recommend that the time-scale of pay for the class be fixed at Rs. 24 rising by an annual increment of Re. 1 to Rs. 32. This is less than the present maximum, but as the number of men on pay and allowances exceeding Rs. 32 is very small—only 22 out of a total 1,261—we cannot see our way to recommending a higher maximum on their account. They may be granted personal allowances equal to the difference between their pay and allowances and the proposed maximum. The personal allowances will be

7 of Rs. 6 each per mensem,

9 of Rs. 5 each per mensem, and

6 of Rs. 2 each per mensem.

For cash and mail Overseers in India of whom there are 1,041 on rates of pay and allowances ranging from Rs. 18 to Rs. 55 we recommend two scales of pay, namely,

108 on Rs. 32 rising by an annual increment of Re. 1 to Rs. 40.

933 on Rs. 22 rising by an annual increment of Re. 1 to Rs. 30.

The higher scale is proposed because there are now on the establishment 108 men on pay and allowances in excess of Rs. 30 a month. The proposed grading leaves out two men, one of whom is in receipt of Rs. 55 and the other of Rs. 45. In these cases personal allowances of Rs. 15 and 5 may be allowed to the present incumbents.

34. In explanation of the proposed minima of Rs. 22 and Rs. 24 respectively recommended for Overseers and Branch Postmasters it may be stated that though they are based for the most part on what we find to be the existing conditions, there is the justification for the distinction that Overseers are usually selected from the postmen grade at an earlier period of service than Branch Postmasters, their duties being such as to require younger men. The higher maximum for Overseers too is proposed mainly because of existng conditions, but there is also this to be said for granting them more than is proposed for Branch Postmasters that they do not enjoy free quarters as do the latter, and that their work is much more arduous.

35. These increases do not look large but it must be remembered that increases in the pay of Overseers and Branch Postmasters had been given recently in some of the Postal Circles, and the proposed rates are inclusive of all allowances which are at present drawn and which are liable to variation or withdrawal under altered economic conditions.

36. The following table shows the present emoluments of the men and the proposed rates of pay :—

| | No. | Rate of pay. | Rate of W. A. | Rate of G. C. A. | Total cost. | Consolidated time-scale. | No. | Average pay. | Average total cost. |
|---|---|---|---|---|---|---|---|---|---|
| *Burma Circle.* | | Rs. | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. |
| Branch Postmasters .. | 11 | 40 | 5 | .. | 495 | | | | |
| | 30 | 30 | 4 | .. | 1,020 | 25—1—35 | 76 | 31⅔ | 2,406⅔ |
| | 6 | 25 | 4 | .. | 174 | | | | |
| | 29 | 20 | 3 | .. | 667 | | | | |
| Total .. | 76 | .. | .. | .. | 2,356 | .. | 76 | .. | 2,406⅔ |
| Overseer .. .. .. | 11 | 40 | 5 | .. | 495 | 35—1—45 | 28 | 41⅔ | 1,166⅔ |
| | 17 | 30 | 4 | .. | 578 | | | | |
| Total .. | 28 | .. | .. | .. | 1,073 | .. | 28 | .. | 1,166⅔ |
| Total for Burma .. | 104 | .. | .. | .. | 3,429 | .. | 104 | .. | 3,573·3 |
| Branch Postmasters .. | 9 | 30 | 4 | 3 | 333 | | | | |
| | 7 | 30 | 4 | 4 | 266 | | | | |
| | 6 | 30 | 4 | .. | 204 | | | | |
| | 66 | 25 | 4 | 3 | 2,112 | | | | |
| | 19 | 25 | 4 | .. | 551 | | | | |
| | 44 | 20 | 3 | 4 | 1,188 | | | | |
| | 321 | 20 | 3 | 3 | 8,346 | | | | |
| | 178 | 20 | 3 | .. | 4,094 | 24—1—32 | 1,261 | 29·6 | 37,325·6 |
| | 69 | 15 | 3 | 3 | 1,449 | | | | |
| | 101 | 15 | 3 | 2/8 | 2,070½ | | | | |
| | 376 | 15 | 3 | 1/8 | 7,332 | | | | |
| | 60 | 15 | 3 | .. | 1,080 | | | | |
| | 1 | 13 | 3 | 2/8 | 18½ | | | | |
| | 2 | 12 | 2 | 1/8 | 31 | | | | |
| | 2 | 10 | 2 | 2/8 | 29 | | | | |
| Total .. | 1,261 | .. | .. | .. | 29,104 | .. | 1,261 | .. | 37,325·6 |
| Overseers .. .. .. | 1 | 50 | 5 | .. | 55 | | | | |
| | 1 | 40 | 5 | .. | 45 | | | | |
| | 22 | 30 | 4 | 3 | 814 | | | | |
| | 3 | 30 | 4 | 2/8 | 109·5 | | | | |
| | 1 | 30 | 4 | 2 | 36 | 32—1—40 | 108 | 37·6 | 4,060·8 |
| | 2 | 30 | 4 | .. | 68 | | | | |
| | 3 | 25 | 4 | 4 | 99 | | | | |
| | 75 | 25 | 4 | 3 | 2,400 | | | | |
| | 60 | 25 | 4 | .. | 1,740 | | | | |
| | 4 | 22 | 4 | 3 | 116 | | | | |
| | 135 | 20 | 3 | 4 | 3,645 | | | | |
| | 287 | 20 | 3 | 3 | 7,462 | | | | |
| | 4 | 20 | 3 | 2 | 100 | | | | |
| | 132 | 20 | 3 | .. | 3,036 | 22—1—30 | 933 | 27·6 | 25,750·8 |
| | 1 | 16 | 3 | 1/8 | 20·5 | | | | |
| | 11 | 15 | 3 | 2/8 | 225·5 | | | | |
| | 258 | 15 | 3 | 1/8 | 5,031 | | | | |
| | 41 | 15 | 3 | .. | 738 | | | | |
| Total .. | 1,041 | .. | .. | .. | 25,740·5 | .. | 1,041 | .. | 29,811·6 |
| Total for the Rest .. | 2,302 | .. | .. | .. | 54,844·5 | .. | 2,302 | .. | 67,137·2 |
| GRAND TOTAL .. | 2,406 | .. | .. | .. | 58,273·5 | .. | 2,406 | .. | 70,710·5 |

| | Rs. |
|---|---|
| Net average increase per mensem .. .. .. .. .. .. | 12,437 |
| Net average increase per annum .. .. .. .. .. .. | 1,49,244 |

## Railway Mail Service.

37. The Railway Mail Service consists in the main of three Circles each under the independent charge of a Deputy Post-master General who is directly subordinate to the Director-General. There are in addition three Divisions, namely, the Foreign Mail Division, the Burma Division and the Calcutta Sorting Division which are respectively under the Postmasters-General of Bombay, Burma and Bengal and Assam. The statements below show in tabular form our proposals in respect of each of these separate units. We have as far as possible fixed the pay which we propose in each case at rates which have been proposed by us for men of corresponding classes employed in the Post office proper. Our proposals do not, with one exception, differ materially from the recommendations of the administrative officers in charge. The exception is that of porters, including head porters or jemadars, for whom we recommend fixed instead of progressive rates of pay. The case of these men is analogous to that of runners for whom fixed rates of pay have been proposed both by Postmasters-General and ourselves :—

### Railway Mail Service.

*Northern Circle.*

| Class. | Pre-war pay. | | Present pay and allowances. | | Dy. Postmaster-General's proposal. | | Committee's recommendation. | | |
|---|---|---|---|---|---|---|---|---|---|
| | Minimum. | Maximum. | Rate. | No. | Rate. | No. | Minimum. | Maximum. | No. |
| | Rs. A. P. | Rs. A. P. | Rs. A. P. | | Rs. | | Rs. A. P. | Rs A. P. | |
| Mail guards .. | 13 0 0 | 16 0 0 | J. 32 0 0 | 5 | 20—$\frac{2}{5}$—30 | 42 | | | |
| | | | 26 0 0 | 8 | .... | .. | | | |
| | | | 19 8 0 | 5 | .... | .. | | | |
| | | | D. 33 0 0 | 3 | .... | .. | | | |
| | | | 27 0 0 | 7 | .... | .. | | | |
| | | | 20 8 0 | 1 | .... | .. | | | |
| | | | K. 26 0 0 | 1 | .... | .. | 22—$\frac{1}{2}$—34 | | 42 |
| | | | 21 0 0 | 4 | .... | .. | | | |
| | | | L. 32 0 0 | 2 | .... | .. | | | |
| | | | 26 0 0 | 9 | .... | .. | | | |
| | | | 19 8 0 | 1 | .... | .. | | | |
| | | | O. 32 0 0 | 1 | .... | .. | | | |
| | | | 26 0 0 | 1 | .... | .. | | | |
| | | | 21 0 0 | 1 | .... | .. | | | |
| Van peons .. | 9 0 0 | 13 0 0 | J. 15 8 0 | 4 | 15—$\frac{1}{5}$—20 | .. | J. and O. 15—$\frac{1}{5}$—20 | | 18 |
| | | | 14 8 0 | 5 | .... | .. | D. and L. 17—$\frac{1}{5}$—22 | | 21 |
| | | | D. 19 8 0 | 4 | 18—$\frac{1}{5}$—23+LA Rs. 2 in costly places | .. | .. | .. | .. |
| | | | 16 8 0 | 3 | .... | .. | .. | .. | .. |
| | | | K. *Nil.* | .. | .... | .. | .. | .. | .. |
| | | | L. 18 8 0 | 14 | .... | .. | .. | .. | .. |
| | | | O. 14 8 0 | 9 | .... | .. | .. | .. | .. |

*Northern Circle*—contd.

| Class. | Pre-war pay. | | Present pay and allowances. | | | Dy. Post master-General's proposal. | | Committee's recommendation. | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Minimum. | Maximum. | Rate. | | No. | Rate. | No. | Minimum. | Maximum. | No. |
| | Rs. A. P. | Rs. A. P. | Rs. A. P. | | | Rs. | | Rs. A. P. | Rs. A. P. | |
| Porters .. | 9 0 0 | 17 0 0 | J. 12 8 0 | | 13 | .... | .. | 14 0 0 | .. | 13 |
| | | | 13 8 0 | | 27 | .... | .. | 15 0 0 | .. | 27 |
| | | | 16 8 0 | | 2 | .... | .. | 16 0 0 | .. | 2 |
| | | | D. 13 8 0 | | 17 | .... | .. | 15 0 0 | .. | 17 |
| | | | 14 8 0 | | 26 | .... | .. | 16 0 0 | .. | 26 |
| | | | 15 8 0 | | 32 | .... | .. | 17 0 0 | .. | 32 |
| | | | 16 8 0 | | 38 | .... | .. | 18 0 0 | .. | 38 |
| | | | 19 0 0 | | 16 | .... | .. | 20 0 0 | .. | 16 |
| | | | K. 14 0 0 | | 22 | .... | .. | 15 0 0 | .. | 22 |
| | | | 15 0 0 | | 2 | .... | .. | 16 0 0 | .. | 2 |
| | | | 16 0 0 | | 11 | .... | .. | 17 0 0 | .. | 11 |
| | | | 18 0 0 | | 2 | .... | .. | 19 0 0 | .. | 2 |
| | | | 19 0 0 | | 4 | .... | .. | 20 0 0 | .. | 4 |
| | | | 20 0 0 | | 3 | .... | .. | 21 0 0 | .. | 3 |
| | | | 21 0 0 | | 1 | .... | .. | 22 0 0 | .. | 1 |
| | | | L. 11 8 0 | | 1 | 11—$\frac{1}{5}$—16 | .. | 13 0 0 | .. | 1 |
| | | | 12 8 0 | | 3 | 12—$\frac{1}{5}$—17 | .. | 14 0 0 | .. | 3 |
| | | | 13 8 0 | | 15 | 13—$\frac{1}{5}$—18 | .. | 15 0 0 | .. | 15 |
| | | | 14 8 0 | | 13 | 15—$\frac{1}{5}$—20 | .. | 16 0 0 | .. | 13 |
| | | | 15 8 0 | | 43 | 18—$\frac{1}{5}$—23 | .. | 17 0 0 | .. | 43 |
| | | | 17 8 0 | | 27 | 20—$\frac{1}{5}$—25 with local allowance of Rs. 2 for Lahore, Delhi, Ambala, Amritsar, Peshawar, Nowshera, Kohat and Quetta. | .. | 19 0 0 | .. | 27 |
| | | | 18 8 0 | | 16 | | .. | 20 0 0 | .. | 16 |
| | | | 19 8 0 | | 15 | | .. | 21 0 0 | .. | 15 |
| | | | 20 8 0 | | 2 | | .. | 22 0 0 | .. | 2 |
| | | | O. 11 8 0 | | 38 | .... | .. | 13 0 0 | .. | 38 |
| | | | 12 8 0 | | 30 | .... | .. | 14 0 0 | .. | 30 |
| | | | 13 8 0 | | 1 | .... | .. | 15 0 0 | .. | 1 |
| | | | 14 8 0 | | 1 | .... | .. | 16 0 0 | .. | 1 |
| | | | 15 8 0 | | 1 | .... | .. | 17 0 0 | .. | 1 |
| Peons & Farash's .. | 9 0 0 | | J. 13 8 0 | | 2 | 15—$\frac{1}{5}$—20 | 5 | 15—$\frac{1}{5}$—20 | | 5 |
| | | | D. 16 8 0 | | 3 | | | | | |
| Chowkidars .. .. | 9 0 0 | | J. 12 8 0 | | 1 | .... | .. | .. | .. | .. |
| | | | K. 14 8 0 | | 1 | 15—$\frac{1}{5}$—20 | 2 | 15—$\frac{1}{5}$—20 | | 2 |
| Jemadars .. .. | .. | | D 19 8 0 | | 1 | .... | .. | .. | 22 0 0 | 1 |
| | | | 23 0 0 | | 1 | 20—$\frac{1}{5}$—25 with a local allowance of Rs. 2 at Delhi. | .. | .. | 25 0 0 | 1 |
| | | | 25 0 0 | | 1 | | .. | .. | 27 0 0 | 1 |

# Railway Mail Service.

*Eastern Circle.*

| Class. | Pre-war pay. | | Present pay and allowances. | | | | Dy. Postmaster-General's proposal. | | Committee's recommendation. | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Minimum. | Maximum. | Rate. | | | No. | Rate. | No. | Minimum. | Maximum. | No. |
| | Rs. A. P. | Rs. A. P. | Rs. A. P. | | | | Rs. | | Rs. A. P. | Rs. A. P. | |
| Mail guards .. | 12 0 0 | 23 0 0 | A. | 32 0 0 | | 8 | | 25 | | | |
| | | | | 26 0 0 | | 8 | | | | | |
| | | | | 19 8 0 | | 9 | | | | | |
| | | | P. | 32 0 0 | | 5 | | | | | |
| | | | | 26 0 0 | | 6 | | 17 | | | |
| | | | | 19 8 0 | | 6 | | 21 | | | |
| | | | C. | 31 0 0 | | 7 | 20 – $\frac{5}{8}$ 35 | 27 | | | |
| | | | | 25 0 0 | | 7 | | | | | |
| | | | | 19 8 0 | | 7 | | | | | |
| | | | E. | 29 0 0 | | 8 | | 35 | 20—$\frac{5}{8}$—35 | | 125 |
| | | | | 23 0 0 | | 10 | | | | | |
| | | | | 19 8 0 | | 9 | | | | | |
| | | | S. | 32 0 0 | | 2 | | | | | |
| | | | | 29 0 0 | | 13 | | | | | |
| | | | | 26 0 0 | | 6 | | | | | |
| | | | | 23 0 0 | | 7 | | | | | |
| | | | | 19 8 0 | | 7 | | | | | |
| Van peons .. | 10 0 0 | 13 0 0 | A. | 14 8 0 | | 11 | | | | | |
| | | | | 15 8 0 | | 13 | | 27 | | | |
| | | | P. | 16 0 0 | | 3 | | | | | |
| | | | C. | 18 0 0 | | 5 | | | | | |
| | | | | 17 0 0 | | 13 | | | | | |
| | | | | 15 0 0 | | 20 | | | | | |
| | | | | 14 0 0 | | 4 | | | | | |
| | | | | 13 0 0 | | 1 | 15—1—21 | 91 | 15—$\frac{1}{2}$—20 | | 118 |
| | | | E. | 17 0 0 | | 14 | | | | | |
| | | | | 15 0 0 | | 13 | | | | | |
| | | | S. | 18 8 0 | | 3 | | | | | |
| | | | | 15 8 0 | | 4 | | | | | |
| | | | | 15 0 0 | | 8 | | | | | |
| | | | | 14 8 0 | | 6 | | | | | |
| Head Porters, Jemadars and Overseers. | 13 0 0 | 15 0 0 | A. | 18 8 0 | | 1 | 18—$\frac{1}{2}$—24 | .. | .. | 20 0 0 | 1 |
| | | | P. | 19 0 0 | | 1 | 18—$\frac{1}{2}$—24 | .. | .. | 20 0 0 | 1 |
| | | | C. | 23 0 0 | | 1 | | | | | |
| | | 25 0 0 | | 29 0 0 | | 2 | | | | 25 0 0 | 1 |
| | | | | | | Over seers. | 19—$\frac{1}{2}$—25 | .. | .. | 30 0 0 | 2 |
| | | | E. | 20 0 0 | | 1 | *Pleaders* H. R. in Howrah and Sealdah. | .. | .. | 22 0 0 | 1 |
| | | | | 18 0 0 | | 3 | | | | 20 0 0 | 3 |

*Eastern Circle*—contd.

| Class. | Pre-war pay. | | Present pay and allowances. | | | Dy. Postmaster General's proposal. | | Committee's recommendation. | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | Minimum. | Maximum. | Rate. | No. | | Rate. | No. | Minimum. | Maximum. | No. |
| | Rs. A. P. | Rs. A. P. | Rs. A. P. | | | Rs. | | Rs. A. P. | | |
| | | | S. *Nil.* | | | | | | | |
| Chowkidars and Durwans. | 6 0 0 | 10 8 0 | A. 11 8 0 | 1 | | 12—$\frac{1}{8}$—17 | | | | |
| | | | P. 13 0 0 | 1 | | 11—$\frac{1}{8}$—16 | | | | |
| | | | C. 13 0 0 | 1 | | 12—$\frac{1}{8}$—17 | | | | |
| | | | | | | | | 13—$\frac{1}{8}$—18 | | 5 |
| | | | E. 13 0 0 | 1 | | | | | | |
| | | | S. 13 8 0 | 1 | | 13—$\frac{1}{8}$—18 with H. R. and L. A. | | | | |
| Peons .. | 7 0 0 | 11 8 0 | A. 12 8 0 | 2 | | 11—$\frac{1}{8}$—16 | | | | |
| | | | P. 13 0 0 | 1 | | | | | | |
| | | | 14 0 0 | 1 | | | | | | |
| | | | 15 0 0 | 1 | | | | | | |
| | | | | | | | | 13—$\frac{1}{8}$—18 | | 11 |
| | | | C. 13 0 0 | 2 | | 12—$\frac{1}{8}$—17 | | | | |
| | | | E. 13 0 0 | 2 | | | | | | |
| | | | S. 13 8 0 | 2 | | 13—$\frac{1}{8}$—18 with H. R. and L. A. | | | | |
| Porters .. | 7 0 0 | 13 8 0 | A. 13 8 0 | 1 | | | | 15 0 0 | .. | 1 |
| | | | 12 8 0 | 71 | | 11—$\frac{1}{8}$—16 | | 14 0 0 | .. | 71 |
| | | | 11 8 0 | 19 | | | | 13 0 0 | .. | 19 |
| | | | P. 13 0 0 | 12 | | | | 14 0 0 | .. | 12 |
| | | | 14 0 0 | 15 | | | | 15 0 0 | .. | 15 |
| | | | 12 8 0 | 11 | | | | 14 0 0 | .. | 11 |
| | | | 15 0 0 | 33 | | | | 16 0 0 | .. | 33 |
| | | | C. 16 0 0 | 9 | | 12—$\frac{1}{8}$—17 | | 17 0 0 | .. | 9 |
| | | | 15 0 0 | 9 | | | | 16 0 0 | .. | 9 |
| | | | 13 0 0 | 37 | | 13—$\frac{1}{8}$—18 | | 14 0 0 | .. | 37 |
| | | | 12 0 0 | 39 | | | | 13 0 0 | .. | 39 |
| | | | E. 14 0 0 | 6 | | 12—$\frac{1}{8}$—17 | | 15 0 0 | .. | 6 |
| | | | 13 0 0 | 89 | | | | 14 0 0 | .. | 89 |
| | | | 15 0 0 | 1 | | 13—$\frac{1}{8}$—18 with H. R. and L.A. | | 16 0 0 | .. | 1 |
| | | | 14 0 0 | 5 | | | | 15 0 0 | .. | 5 |
| | | | 12 0 0 | 4 | | | | 13 0 0 | .. | 4 |
| | | | S. 15 8 0 | 5 | | 12—$\frac{1}{8}$—17 | | 17 0 0 | .. | 5 |
| | | | 15 0 0 | 1 | | | | 16 0 0 | .. | 1 |
| | | | 13 8 0 | 25 | | | | 15 0 0 | .. | 25 |
| | | | 13 0 0 | 24 | | 13—$\frac{1}{8}$—18 | | 14 0 0 | .. | 24 |
| | | | 12 0 0 | 9 | | | | 13 0 0 | .. | 9 |

# Railway Mail Service.

## *Western Circle.*

| Class. | Pre-war pay. | | Present pay and allowances. | | Dy. Postmaster-General's proposal. | | Committee's recommendation. | | |
|---|---|---|---|---|---|---|---|---|---|
| | Minimum. | Maximum. | Rate. | No. | Rate. | No. | Minimum. | Maximum. | No. |
| | Rs. A. P. | Rs. A. P. | Rs. A. P. | | Rs. | | Rs. | | |
| Mail guards .. | .. | 15 0 0 | B. 32 0 0 | 4 | | | | | |
| | | | 26 0 0 | 7 | | | | | |
| | | | 21 0 0 | 3 | | | | | |
| | 16 0 0 | 18 0 0 | W 32 0 0 | 3 | 20—$\frac{1}{2}$—35 | 24 | 22—$\frac{1}{2}$—34 | | 24 |
| | | | 26 0 0 | 4 | | | | | |
| | | | 21 0 0 | 3 | | | | | |
| | — | 15 0 0 | F. 29 0 0 | 1 | 20—$\frac{1}{2}$—30 | 38 | | | |
| | | | 26 0 0 | 2 | | | | | |
| | | | 18 0 0 | 1 | | | | | |
| | 13 0 0 | 16 8 0 | M. 31 0 0 | 3 | | | | | |
| | | | 26 0 0 | 3 | | | | | |
| | | | 18 8 0 | 3 | | | 20—$\frac{1}{2}$—32 | | 38 |
| | 13 0 0 | 16 8 0 | T. 32 0 0 | 5 | | | | | |
| | | | 26 0 0 | 3 | | | | | |
| | | | 19 8 0 | 2 | | | | | |
| | 12 0 0 | 16 0 0 | H. 32 0 0 | 3 | | | | | |
| | | | 26 0 0 | 5 | | | | | |
| | | | 19 8 0 | 7 | | | | | |
| Van peons .. | 12 0 0 | 16 0 0 | B. 22 0 0 | 7 | | | | | |
| | | | 20 0 0 | 4 | | | | | |
| | | | 18 0 0 | 10 | | | | | |
| | 10 0 0 | 16 0 0 | W. 22 0 0 | 2 | 16—$\frac{1}{2}$—25 | | 16—$\frac{1}{2}$—24 | | 39 |
| | | | 20 0 0 | 6 | | | | | |
| | | | 18 0 0 | 7 | | | | | |
| | | | 17 0 0 | 3 | | | | | |
| | 10 8 0 | 13 8 0 | M. 19 0 0 | 2 | | | | | |
| | | | 15 8 0 | 9 | | | | | |
| | | | 14 8 0 | 5 | | | | | |
| | 10 0 0 | 12 0 0 | F. 17 0 0 | 1 | | | | | |
| | | | 14 0 0 | 10 | 15—$\frac{1}{2}$—20 | | 15— | | 101 |
| | | | 13 0 0 | 7 | | | | | |
| | 11 0 0 | 13 8 0 | T. 17 0 0 | 8 | | | | | |
| | | | 15 8 0 | 11 | | | | | |
| | | | 13 0 0 | 20 | | | | | |

*Western Circle*—contd.

| Class. | Pre-war pay. | | Present pay and allowances. | | Dy. Postmaster-General's Proposal. | | Committee's recommendations. | | |
|---|---|---|---|---|---|---|---|---|---|
| | Minimum. | Maximum. | Rate. | No. | Rate. | No. | Minimum. | Maximum. | No. |
| | Rs. A. P. | Rs. A. P. | Rs. A. P. | | Rs. A. P. | | Rs. | Rs. A. P. | |
| | 10 0 0 | 13 0 0 | H. 18 8 0 | 7 | | | | | |
| | | | 15 8 0 | 10 | | | 15—$\frac{1}{8}$—20 | | |
| | | | 14 8 0 | 11 | | | | | |
| Porters .. .. | 9 0 0 | 18 0 0 | B. 25 0 0 | 1 | | | .. | .. | .. |
| | | | 18 0 0 | 34 | | | | | |
| | | | 17 0 0 | 30 | | | .. | 27 0 0 | 1 |
| | | | 16 0 0 | 20 | | | .. | 19 0 0 | 34 |
| | | | 15 0 0 | 11 | | | .. | 18 0 0 | 30 |
| | | | | | | | .. | 17 0 0 | 20 |
| | | | | | | | .. | 16 0 0 | 11 |
| | 9 0 0 | 15 0 0 | W. 21 0 0 | 1 | | | .. | 24 0 0 | 1 |
| | | | 18 0 0 | 37 | 30 0 0 | 21 | .. | 19 0 0 | 37 |
| | | | 17 0 0 | 12 | 25 0 0 | 66 | .. | 18 0 0 | 12 |
| | | | 16 0 0 | 10 | 22 0 0 | 60 | .. | 17 0 0 | 10 |
| | 7 0 0 | 12 0 0 | F. 14 0 0 | 2 | 20 0 0 | 131 | .. | 15 0 0 | 2 |
| | | | 12 0 0 | 20 | 18 0 0 | 11 | .. | 14 0 0 | 20 |
| | | | 11 0 0 | 35 | 16 0 0 | 87 | .. | 13 0 0 | 35 |
| | 8 8 0 | 11 8 0 | M. 20 0 0 | 1 | 15 0 0 | 22 | .. | 22 0 0 | 1 |
| | | | 13 8 0 | 73 | 14 0 0 | 15 | .. | 15 0 0 | 73 |
| | | | 12 8 0 | 4 | 13 0 0 | | .. | 14 0 0 | 4 |
| | | | 11 8 0 | 12 | | | .. | 13 0 0 | 12 |
| | 8 8 0 | 11 8 0 | T. 12 0 0 | 17 | | | .. | 14 0 0 | 17 |
| | | | 10 0 0 | 44 | | | .. | 12 0 0 | 44 |
| | 7 0 0 | 11 8 0 | H. 13 8 0 | 7 | | | .. | 15 0 0 | 7 |
| | | | 14 8 0 | 1 | | | .. | 16 0 0 | 1 |
| | | | 12 8 0 | 1 | | | .. | 14 0 0 | 1 |
| | | | 11 8 0 | 22 | | | .. | 13 0 0 | 22 |
| Chowkidars and Durwans. | .. | 10 0 0 | B. 17 0 0 | 1 | .... | .. | .. | 18 0 0 | 1 |
| | | 8 0 0 | F. 10 0 0 | 1 | .... | .. | .. | 13 0 0 | 1 |
| | 8 8 0 | 9 8 0 | M. 11 8 0 | 1 | .... | .. | .. | 14 0 0 | 1 |
| | | | 13 8 0 | 1 | .... | .. | .. | 15 0 0 | 1 |
| | | 6 0 0 | T. 11 8 0 | 1 | .... | .. | .. | 13 0 0 | 1 |
| | | 10 0 0 | W. 17 0 0 | 1 | .... | .. | .. | 18 0 0 | 1 |
| | | 8 8 0 | H. 11 8 0 | 1 | .... | .. | .. | 13 0 0 | 1 |
| Peons .. .. | 9 0 0 | 10 0 0 | H. 13 8 0 | 1 | .... | 1 | .. | 15 0 0 | 1 |
| | | | 12 8 0 | 1 | .... | .. | .. | 14 0 0 | 1 |

## Railway Mail Service.

### *Foreign Mail Division, Bombay.*

| Class. | Pre-War Pay. | | Present pay and allowances. | | Postmaster General's proposal. | | Committee's Recommendations. | | |
|---|---|---|---|---|---|---|---|---|---|
| | Minimum. | Maximum. | Rate. | No. | Rate. | No. | Minimum. | Maximum. | No. |
| *In Bombay.* | Rs. A. P. | Rs. A. P. | Rs. A. P. | | Rs. A. P. | | Rs. | | |
| Mail Guards .. | .. | 15 0 0 | 34 0 0 | 2 | 30—1—45 | 2 | 27,27,27—1—45 | | 2 |
| Van-Peons and Peons. | 12 0 0 | 16 0 0 | 22 0 0 | 15 | 20—½—30 | .. | 20—½—27 | | 40 |
| | .. | .. | 20 0 0 | 6 | | | | | |
| | .. | .. | 18 0 0 | 19 | | | | | |
| Porters .. | 9 10 0 | 18 0 0 | 18 0 0 | 4 | 20—½—30 | 4 | .. | 20 0 0 | 4 |
| *Outside Bombay.* | | | | | | | | | |
| Mail Guards .. | .. | 15 0 0 | 23 0 0 | 2 | 20—1—40 | 3 | 22—½—34 | | 2 |
| | .. | .. | 18 0 0 | 1 | | | 20—½—32 | | 1 |
| Van Peons .. | 9 0 0 | 18 0 0 | 19 0 0 | 1 | 18—⅝—30 | .. | 17—⅛—22 | | 2 |
| | .. | .. | 14 0 0 | 2 | | .. | 14—⅛—19 | | 1 |

### Railway Mail Service.

### *Burma.*

| Class | Pre-war pay. | | Present pay and allowances. | | Postmaster General's proposal. | | Committee's recommendation. | | |
|---|---|---|---|---|---|---|---|---|---|
| | Minimum. | Maximum. | Rate. | No. | Rate. | No. | Minimum. | Maximum. | No. |
| | Rs. A. P. | Rs. A. P. | Rs. A. P | | Rs. | | Rs. A. P. | Rs. A. P. | |
| Mail-Guards .. | 20 0 0 | 20 0 0 | 29 0 0 | 28 | 30—⅝—40 | 28 | 30—⅛—35 | | 28 |
| Van-Peons .. | 12 0 0 | 16 0 0 | 18 0 0 | 9 | 20—⅛—25 | 39 | 20—⅛—25 | | 39 |
| | | | 19 0 0 | 14 | | | | | |
| | | | 21 0 0 | 14 | | | | | |
| | | | 23 0 0 | 2 | | | | | |
| Jamadar .. | .. | 20 0 0 | 26 0 0 | 1 | 25—⅛—30 | 1 | .. | 28 0 0 | 1 |
| Porters .. | 12 0 0 | 16 0 0 | 17 0 0 | 17 | 20—⅛—25 | 10 | .. | 18 0 0 | 17 |
| | | | 18 0 0 | 16 | | | | 19 0 0 | 16 |
| | | | 19 0 0 | 7 | 18—¾—23 | 30 | .. | 20 0 0 | 7 |
| Peons .. | 12 0 0 | 16 0 0 | 17 0 0 | 1 | 20—⅛—25 | 2 | .. | 20—⅛—25 | 2 |
| | | | 18 0 0 | 1 | | | | | |

## Railway Mail Service.

*Calcutta.*

| Class. | Pre-war Pay. | | Present pay and allowances. | | Postmaster General's proposal. | | Committee's recommendation. | | |
|---|---|---|---|---|---|---|---|---|---|
| | Minimum. | Maximum. | Rate. | No. | Rate. | No. | Minimum | Maximum. | No. |
| | Rs. A. P. | Rs. A. P. | Rs. A. P. | | Rs. A. P. | | Rs. A. P. | Rs. A. P. | |
| Porters* .. | 10 0 0 | 12 0 0 | 18 0 0 | 2 | 20—1—25 | | | | |
| | | | 17 0 0 | 27 | | | | | |
| | | | 15 0 0 | 29 | 14—1—22 | | 16—$\frac{1}{5}$—21 | | 125 |
| | | | 14 0 0 | 49 | | | | | |
| | | | 14 0 0 | 18 | 15—0—0 | | | | |
| Runners .. | .. | 10 0 0 | 15 0 0 | 1 | 17—0—0 | | | 17 0 0 | 1 |
| | | | 14 0 0 | 2 | 16—0—0 | | | 16 0 0 | 2 |
| Peons .. | .. | 10 0 0 | 14 0 0 | 2 | 17 0 0 | | 15—$\frac{1}{5}$—20 | | 2 |
| | | | | | 16—0—0 | | | | |
| Jemadar .. | .. | 15 0 0 | 21 0 0 | 1 | 25—1—30 | .. | 25—0—0 | | 1 |
| Farash .. | 9 0 0 | 10 0 0 | 13 0 0 | 1 | 14—1—22 | .. | 15—$\frac{1}{5}$—20 | | 1 |
| Fireman .. | .. | .. | 13 0. 0 | 1 | 15 0 0 | .. | 15—$\frac{1}{5}$—20 | | 2 |
| | | | 12 0 0 | 1 | 14—0 0 | | | | |

* These men are employed in the General Post Office and are really packers. The pay proposed for them is therefore that proposed for packers.

38. In view of the diversity of classes of servants dealt with, the very large numbers of such servants, and the urgency and complexity of the case, we have in order to facilitate consideration of our proposals adopted the rather unusual course of setting out the proposals in the tables which follow in proposition statement form. Even so we feel that we have not been able to state the proposals in this complicated case as clearly as we should have liked.

## I.—Bombay Circle.

| Class. | Present. | | | | | Proposed. | | | | Net Average Increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. of men. | Rate of pay. | Rate of W. A. | Rate of G. C. A. | Total cost. | No. of men. | Consolidated time-scale or fixed pay | Average pay. | Average total cost. | |
| | | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. | | Rs. | | Rs. | Rs. |
| Overseer, Reader and Head postmen. | 34 | 40 0 0 | 12 0 0 | .. | 1,768 | | | | | |
| | 90 | 35 0 0 | 10 0 0 | .. | 4,050 | 153 | 27—27—27—1—45 | 36 | 5,508 | .. |
| | 6 | 30 0 0 | 8 0 0 | .. | 228 | 49 | 20—½—32 | 25 | 1,225 | |
| | 19 | 55 0 0 | 8 0 0 | .. | 627 | 12 | 18—¼—24 | 21 | 252 | .. |
| | 2 | 23 0 0 | 8 0 0 | .. | 62 | Duty allowance for 36 overseers @ Rs. 10 each. | | | 360 | .. |
| | 9 | 20 0 0 | 7 0 0 | .. | 243 | | | | | |
| | 18 | 18 0 0 | 7 0 0 | .. | 450 | Duty allowance for 113 Reader postmen @ Rs. 7-8-0 each. | | | 847·5 | .. |
| | 7 | 16 0 0 | 6 0 0 | .. | 154 | | | | | |
| | 4 | 15 0 0 | 6 0 0 | .. | 84 | | | | | |
| | 10 | 14 0 0 | 6 0 0 | .. | 200 | Duty allowance for 65 Head postmen @ Rs. 5 each. | | | 325 | .. |
| | 4 | 13 0 0 | 6 0 0 | .. | 76 | | | | | |
| | 9 | 12 0 0 | 6 0 0 | .. | 162 | .. | .. | .. | .. | .. |
| | 1 | 11 8 0 | 6 0 0 | .. | 17·5 | .. | .. | .. | .. | .. |
| | 1 | 11 0 0 | 6 0 0 | .. | 17 | .. | .. | .. | .. | .. |
| Total .. | 214 | .. | .. | .. | 8,138·5 | 214 | .. | .. | 8,517·5 | 379 |
| Postmen and village postmen. | 152 | 30 0 0 | 8 0 0 | .. | 5,776 | 1,186 | 27—27—27—1—45 | 36 | 42,696 | .. |
| | 197 | 25 0 0 | 6 0 0 | .. | 6,107 | 597 | 20—½—32 | 25 | 14,925 | .. |
| | | | .. | .. | .. | 3,076 | 18—¼—24 | 21 | 64,596 | .. |
| | 2 | 21 0 0 | 8 0 0 | .. | 58 | .. | .. | .. | .. | .. |
| | 24 | 20 0 0 | 7 0 0 | .. | 648 | .. | .. | .. | .. | .. |
| | 283 | 20 0 0 | 6 0 0 | .. | 7,358 | .. | .. | .. | .. | .. |
| | 4 | 19 0 0 | 7 0 0 | .. | 104 | .. | .. | .. | .. | .. |
| | 61 | 18 0 0 | 7 0 0 | .. | 1,525 | .. | .. | .. | .. | .. |
| | 280 | 18 0 0 | 6 0 0 | .. | 6,720 | .. | .. | .. | .. | .. |
| | 55 | 17 0 0 | 7 0 0 | .. | 1,320 | .. | .. | .. | .. | .. |
| | 100 | 16 0 0 | 6 0 0 | .. | 2,200 | .. | .. | .. | .. | .. |
| | 66 | 15 0 0 | 6 0 0 | .. | 1,386 | .. | .. | .. | .. | .. |
| | 154 | 14 0 0 | 6 0 0 | .. | 3,080 | .. | .. | .. | .. | .. |
| | 107 | 13 0 0 | 6 0 0 | .. | 2,033 | .. | .. | .. | .. | .. |
| | 425 | 12 0 0 | 6 0 0 | .. | 7,650 | .. | .. | .. | .. | .. |
| | 769 | 11 0 0 | 6 0 0 | .. | 13,073 | .. | .. | .. | .. | .. |
| | 2,180 | 10 0 0 | 6 0 0 | .. | 34,880 | .. | .. | .. | .. | .. |
| Total .. | 4,859 | .. | .. | .. | 93,918 | 4,859 | .. | .. | 1,22,217 | 23,299 |
| Carried over | 5,073 | .. | .. | .. | 1,02,056·5 | .. | .. | .. | 1,30,734·5 | 23,678 |

## I—Bombay Circle—*contd.*

| Class. | Present. | | | | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. of men. | Rate of pay. | Rate of W. A. | Rate of G. C. A. | Total cost. | No. of men. | Consolidated time-scale or fixed pay. | Average pay. | Average total cost. | |
| | | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. | | Rs. | | Rs. | Rs. |
| Brought forward | 5,073 | .. | .. | .. | 1,02,056·5 | .. | .. | .. | 1,30,734·5 | 28,678 |
| Probationery postmen. | 5 | 16 0 0 | 6 0 0 | .. | 110 | 15 | 22 | .. | 330 | .. |
| | 5 | 14 0 0 | 6 0 0 | .. | 100 | .. | .. | .. | .. | .. |
| | 10 | 12 0 0 | 6 0 0 | .. | 180 | 5 | 20 | .. | 100 | .. |
| | 3 | 11 0 0 | 6 0 0 | .. | 51 | 3 | 18 | .. | 54 | .. |
| Total .. | 23 | .. | .. | .. | 441 | 23 | .. | .. | 484 | 43 |
| In'erior Servant | 4 | 25 0 0 | 6 0 0 | .. | 124 | 629 | 20—$\frac{1}{3}$—27 | 23·5 | 14,781·5 | .. |
| | 16 | 20 0 0 | 6 0 0 | .. | 416 | 151 | 17—$\frac{1}{5}$—22 | 19·5 | 2,944·5 | .. |
| | 17 | 18 0 0 | 6 0 0 | .. | 408 | .. | .. | .. | .. | .. |
| | 124 | 16 0 0 | 6 0 0 | .. | 2,728 | .. | .. | .. | .. | .. |
| | 212 | 15 0 0 | 6 0 0 | .. | 4,452 | .. | .. | .. | .. | .. |
| | 302 | 14 0 0 | 6 0 0 | .. | 6,040 | .. | .. | .. | .. | .. |
| | 42 | 13 0 0 | 6 0 0 | .. | 798 | .. | .. | .. | .. | .. |
| | 85 | 12 0 0 | 6 0 0 | .. | 1,530 | 301 | 16—$\frac{1}{5}$—21 | 18·5 | 5,568·5 | .. |
| | 128 | 11 0 0 | 6 0 0 | .. | 2,176 | 441 | 15—$\frac{1}{5}$—20 | 17·5 | 7,717·5 | .. |
| | 183 | 10 0 0 | 6 0 0 | .. | 2,928 | .. | .. | .. | .. | .. |
| | 406 | 9 0 0 | 6 0 0 | .. | 6,090 | .. | .. | .. | .. | .. |
| | 3 | 8 0 0 | 6 0 0 | .. | 42 | .. | .. | .. | .. | .. |
| Total .. | 1,522 | .. | .. | .. | 27,732 | 1.522 | .. | .. | 31,012 | 3,280 |
| Runners | 5 | 14 0 0 | 6 0 0 | .. | 100 | 5 | 20 | .. | 100 | .. |
| | 12 | 12 0 0 | 6 0 0 | .. | 216 | 12 | 18 | .. | 216 | .. |
| | 20 | 11 0 0 | 6 0 0 | .. | 340 | 20 | 17 | .. | 340 | .. |
| | 156 | 10 0 0 | 6 0 0 | .. | 2,496 | 156 | 16 | .. | 2,496 | .. |
| | 395 | 9 0 0 | 6 0 0 | .. | 5,925 | 395 | 15 | .. | 5,925 | .. |
| | 1,256 | 8 0 0 | 6 0 0 | .. | 17,584 | 1,256 | 14 | .. | 17,584 | .. |
| Total .. | 1,844 | .. | .. | .. | 26,661 | 1,844 | .. | .. | 26,661 | .. |
| Boy messengers | 1 | 13 0 0 | 6 0 0 | .. | 19 | 92 | 15—$\frac{1}{3}$—16 | 15·75 | 1,449 | .. |
| | 92 | 10 0 0 | 6 0 0 | .. | 1,472 | .. | .. | .. | .. | .. |
| | 17 | 9 0 0 | 6 0 0 | .. | 2·5 | 151 | 12—$\frac{1}{2}$—13 | 12·75 | 1,925·25 | .. |
| | 7 | 8 0 0 | 6 0 0 | .. | 93 | .. | .. | .. | .. | .. |
| | 30 | 7 0 0 | 6 0 0 | .. | 390 | .. | .. | .. | .. | .. |
| | 96 | 6 0 0 | 6 0 0 | .. | 1,152 | .. | .. | .. | .. | .. |
| Total . | 243 | .. | .. | .. | 3,286 | 243 | .. | .. | 3,374·25 | —11·75 |
| Grand Total | 8,705 | .. | .. | .. | 1,60,276·5 | .. | .. | .. | 1.92,265·75 | 31,989·25 |

## II—Central Circle.

| Class. | Present. No. of men. | Present. Rate of pay. | Present. Rate of W. A. | Present. Rate of G. C. A. | Proposed. Total cost. | Proposed. No. of men. | Proposed. Consolidated time-scale or fixed pay. | Proposed. Average pay. | Proposed. Average monthly cost. | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| Sorting and head postmen. | 10 | 20 0 0 | 3 0 0 | 3 0 0 | 260 | 35 | 18—$\frac{1}{4}$—24 | 21 | 735 | .. |
| | 5 | 18 0 0 | 3 0 0 | 3 0 0 | 120 | .. | .. | .. | .. | .. |
| | 2 | 17 0 0 | 3 0 0 | 3 0 0 | 46 | 21 | 16—$\frac{1}{4}$—22 | 19 | 399 | .. |
| | 6 | 16 0 0 | 3 0 0 | 1 8 0 | 123 | .. | Duty allowance for 9 Sorting postmen @ Rs. 7-8 each. | .. | .. 67·5 | .. |
| | 5 | 15 0 0 | 3 0 0 | 1 8 0 | 97·5 | .. | .. | .. | .. | .. |
| | 5 | 14 0 0 | 3 0 0 | 1 8 0 | 92·5 | .. | Duty allowance for 47 Head postmen @ Rs. 5 each. | .. | .. 235 | .. |
| | 5 | 13 0 0 | 3 0 0 | 1 8 0 | 87·5 | .. | .. | .. | .. | .. |
| | 9 | 12 0 0 | 2 0 0 | 1 8 0 | 139·5 | .. | .. | .. | .. | .. |
| | 6 | 11 0 0 | 2 0 0 | 1 8 0 | 87 | .. | .. | .. | .. | .. |
| | 3 | 10 0 0 | 2 0 0 | 1 8 0 | 40·5 | .. | .. | .. | .. | .. |
| Total .. | 56 | .. | .. | .. | 1,093·5 | 56 | .. | .. | 1,436·5 | 343 |
| Postmen and village postmen. | 9 | 17 0 0 | 3 0 0 | 3 0 0 | 207 | 405 | 18—$\frac{1}{4}$—24 | 21 | 8,505 | .. |
| | 15 | 16 0 0 | 3 0 0 | 1 8 0 | 307·5 | .. | .. | .. | .. | .. |
| | 30 | 15 0 0 | 3 0 0 | 1 8 0 | 585 | 1,471 | 16—$\frac{1}{4}$—22 | 19 | 27,949 | .. |
| | 39 | 14 0 0 | 3 0 0 | 1 8 0 | 721·5 | .. | Local allowance of Rs. 2 each for 138 men. | .. | 276 | .. |
| | 86 | 13 0 0 | 3 0 0 | 1 8 0 | 1,505 | .. | .. | .. | .. | .. |
| | 124 | 12 0 0 | 2 0 0 | 1 8 0 | 1,922 | .. | .. | .. | .. | .. |
| | 157 | 11 0 0 | 2 0 0 | 1 8 0 | 2,276·5 | .. | .. | .. | .. | .. |
| | 520 | 10 0 0 | 2 0 0 | 1 8 0 | 7,020 | .. | .. | .. | .. | .. |
| | 721 | 9 0 0 | 2 0 0 | 1 8 0 | 9,012·5 | .. | .. | .. | .. | .. |
| | 175 | 8 0 0 | 2 0 0 | 1 8 0 | 2,012·5 | .. | .. | .. | .. | .. |
| Total .. | 1,876 | .. | .. | .. | 25,569·5 | 1,876 | .. | .. | 36,730 | 11,160·5 |
| Probationery postmen. | 11 | 10 0 0 | 2 0 0 | 1 8 0 | 148·5 | 11 | 16 | .. | 176 | 27·5 |
| Inferior servants. | 2 | 12 0 0 | 2 0 0 | 1 8 0 | 31 | 150 | 14—$\frac{1}{6}$—19 | 16·5 | 2,475 | .. |
| | 18 | 11 0 0 | 2 0 0 | 1 8 0 | 261 | .. | .. | .. | .. | .. |
| | 87 | 10 0 0 | 2 0 0 | 1 8 0 | 1,174·5 | 550 | 13—$\frac{1}{6}$—18 | 15·5 | 8,525 | .. |
| | 336 | 9 0 0 | 2 0 0 | 1 8 0 | 4,200 | Local allowance of Re. 1 each for 85 men. | | | 85 | .. |
| | 239 | 8 0 0 | 2 0 0 | 1 8 0 | 2,748·5 | .. | .. | .. | .. | .. |
| | 18 | 7 0 0 | 2 0 0 | 1 8 0 | 189 | .. | .. | .. | .. | .. |
| Total .. | 700 | .. | .. | .. | 8,604 | 700 | .. | .. | 11,085 | 2,481 |
| Carried over .. | 2,643 | .. | .. | .. | 35,415·5 | .. | .. | .. | 49,427·5 | 14,012 |

## II.—Central Circle—*concld.*

| Class. | Present. | | | | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. of men. | Rate of pay. | Rate of W. A. | Rate of G. C. A. | Total cost. | No. of men. | Consolidated time-scale or fixed pay. | Average pay. | Average total cost. | |
| | | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. | | Rs. | | Rs. | Rs. |
| Brought forward | 2,643 | .. | .. | .. | 35,415·5 | .. | .. | .. | 49,42,7·5 | 14,012 |
| | 2 | 12 0 0 | 2 0 0 | 1 8 0 | 31 | 2 | 17 | .. | 34 | .. |
| Runners .. | 128 | 10 0 0 | 2 0 0 | 1 8 0 | 1,728 | 128 | 15 | .. | 1,920 | .. |
| | 158 | 9 0 0 | 2 0 0 | 1 8 0 | 1,975 | 158 | 14 | .. | 2,212 | .. |
| | 633 | 8 0 0 | 2 0 0 | 1 8 0 | 7,279 | 633 | 13 | .. | 8,229 | .. |
| | 1,155 | 7 0 0 | 2 0 0 | 1 8 0 | 12,127·5 | 1155 | 12 | .. | 13,860 | .. |
| Total .. | 2,076 | .. | .. | .. | 23,141 | 2,076 | .. | .. | 26,255 | 3,114 |
| Boy messengers | 6 | 7 0 0 | 2 0 0 | 1 8 0 | 63 | 127 | 8—$\frac{1}{3}$—9 | 8·75 | 1,111·25 | .. |
| | 82 | 6 0 0 | 2 0 0 | 1 8 0 | 779 | .. | .. | .. | .. | .. |
| | 39 | 5 0 0 | 2 0 0 | 1 8 0 | 331·5 | .. | .. | .. | .. | .. |
| Total .. | 127 | .. | .. | .. | 1,173·5 | 127 | .. | .. | 1,111·25 | —62·25 |
| Grand Total | 4,846 | .. | .. | .. | 59,730 | .. | .. | .. | 76,793·75 | 17,063·75 |

## III.—Bihar and Orissa Circle.

| Class. | Present. | | | | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. of men. | Rate of pay. | Rate of W. A. | Rate of G. C. A. | Total cost. | No. of men. | Consolidated time-scale or fixed pay. | Average pay. | Average total cost. | |
| | | Rs. A. P. | Rs. A. P | Rs. A. P. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| Reader and Head postmen. | 1 | 16 0 0 | 3 0 0 | 3 0 0 | 22 | 46 | 18—$\frac{1}{4}$—24 | 21 | 966 | .. |
| | 17 | 15 0 0 | 3 0 0 | 3 0 0 | 357 | Duty allowance for 19 Reader postmen @ 7-8-0 each. | | | .. | .. |
| | 17 | 14 0 0 | 3 0 0 | 3 0 0 | 340 | .. | .. | .. | 142·5 | .. |
| | 7 | 13 0 0 | 3 0 0 | 3 0 0 | 133 | Duty allowance for 27 Head postmen @ Rs. 5 each. | | | .. | .. |
| | 4 | 12 0 0 | 2 0 0 | 3 0 0 | 68 | .. | .. | .. | 135 | .. |
| Total .. | 46 | .. | .. | .. | 920 | 46 | .. | .. | 1,243·5 | 323·5 |
| Postmen and Village postmen. | 58 | 12 0 0 | 2 0 0 | 3 0 0 | 986 | 381 | 18—$\frac{1}{4}$—24 | 21 | 8,001 | .. |
| | 121 | 11 0 0 | 2 0 0 | 3 0 0 | 1,936 | 1,313 | 16—$\frac{1}{4}$—22 | 19 | 24,947 | .. |
| | 364 | 10 0 0 | 2 0 0 | 3 0 0 | 5,460 | .. | .. | .. | .. | .. |
| | 1,151 | 9 0 0 | 2 0 0 | 3 0 0 | 16,114 | .. | .. | .. | .. | .. |
| Total .. | 1,694 | .. | .. | .. | 24,496 | 1,694 | .. | .. | 32,948 | 8,45 |
| Inferior Servants | 11 | 10 0 0 | 2 0 0 | 3 0 0 | 165 | 341 | 14—$\frac{1}{5}$—19 | 16·5 | 5,626·5 | .. |
| | 49 | 9 0 0 | 2 0 0 | 3 0 0 | 686 | 279 | 13—$\frac{1}{5}$—18 | 15.5 | 4,324·5 | .. |
| | 446 | 8 0 0 | 2 0 0 | 3 0 0 | 5,798 | .. | .. | .. | .. | .. |
| | 103 | 7 0 0 | 2 0 0 | 3 0 0 | 1,236 | .. | .. | .. | .. | .. |
| | 11 | 6 0 0 | 2 0 0 | 3 0 0 | 121 | .. | .. | .. | .. | .. |
| Total .. | 620 | .. | .. | .. | 8,006 | 620 | .. | .. | 9,951 | 1,945 |
| Runners | 1 | 9 0 0 | 2 0 0 | 3 0 0 | 14 | 1 | 15 | .. | 15 | .. |
| | 191 | 8 0 0 | 2 0 0 | 3 0 0 | 2,483 | 191 | 14 | .. | 2,674 | .. |
| | 1,685 | 7 0 0 | 2 0 0 | 3 0 0 | 20,220 | 1,685 | 13 | .. | 21,905 | .. |
| Total .. | 1,877 | .. | .. | .. | 22,717 | 1,877 | .. | .. | 24,594 | 1,877 |
| Boy messengers | 1 | 8 0 0 | 2 0 0 | 3 0 0 | 13 | .. | .. | .. | .. | .. |
| | 8 | 6 0 0 | 2 0 0 | 3 0 0 | 88 | 123 | 8—$\frac{1}{3}$—9 | 8·75 | 1,076·25 | .. |
| | 42 | 5 0 0 | 2 0 0 | 3 0 0 | 420 | | | | | |
| | 72 | 4 0 0 | 2 0 0 | 3 0 0 | 648 | .. | .. | .. | .. | .. |
| Total .. | 123 | | | | 1,169 | 123 | .. | .. | 1,076·25 | —92·75 |
| Grand Total | 4,360 | .. | .. | .. | 57,308 | .. | .. | .. | 69,812·75 | 12,504·75 |

## IV.—United Provinces Circle.

| Class. | Present. No. of men. | Present. Rate of pay. | Present. Rate of W. A. | Present. Rate of G. C. A. | Present. Total cost. | Proposed. No. of men. | Proposed. Consolidated time-scale or fixed pay. | Proposed. Average pay. | Proposed. Average total cost. | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| Head, Sorting and Overseer postmen. | 26 | 20 0 0 | 3 0 0 | 3 0 0 | 676 | 45 | 18—$\frac{1}{4}$—24 | 21 | 945 | .. |
| | 12 | 18 0 0 | 3 0 0 | 3 0 0 | 288 | 44 | 16—$\frac{1}{4}$—22 | 19 | 836 | .. |
| | 4 | 17 0 0 | 3 0 0 | 3 0 0 | 92 | Duty allowance for 14 sorting postmen @ Rs. 10 each. | | .. | 140 | .. |
| | 1 | 16 0 0 | 3 0 0 | 1 8 0 | 20·5 | | | | | |
| | 10 | 15 0 0 | 3 0 0 | 1 8 0 | 195 | Duty allowance for 31 sorting postmen @ Rs. 7-8 each. | | .. | 232·5 | .. |
| | 11 | 14 0 0 | 3 0 0 | 1 8 0 | 203·5 | | | | | |
| | 22 | 13 0 0 | 3 0 0 | 1 8 0 | 385 | Duty allowance for 44 Head postmen @ Rs. 5 each. | | .. | 220 | .. |
| | 3 | 12 0 0 | 2 0 0 | 1 8 0 | 46·5 | | | | | |
| Total .. | 89 | .. | .. | .. | 1,906·5 | 89 | .. | .. | 2,373·5 | 467 |
| Postmen and Village postmen. | 68 | 16 0 0 | 3 0 0 | 1 8 0 | 1,394 | .. | .. | .. | .. | .. |
| | 137 | 15 0 0 | 3 0 0 | 1 8 0 | 2,671·5 | .. | .. | .. | .. | .. |
| | 171 | 14 0 0 | 3 0 0 | 1 8 0 | 3,163·5 | .. | .. | .. | .. | .. |
| | 158 | 13 0 0 | 3 0 0 | 1 8 0 | 2,765 | 619 | 18—$\frac{1}{4}$—24 | 21 | 12,999 | .. |
| | 110 | 12 0 0 | 2 0 0 | 1 8 0 | 1,705 | 3,289 | 16—$\frac{1}{4}$—22 | 19 | 62,491 | .. |
| | 216 | 11 0 0 | 2 0 0 | 1 8 0 | 3,132 | .. | .. | .. | .. | .. |
| | 205 | 10 0 0 | 2 0 0 | 1 8 0 | 2,767·5 | .. | House-rent allowance for 485 postmen @ Rs. 2 each. | .. | 970 | .. |
| | 547 | 9 0 0 | 2 0 0 | 1 8 0 | 6,837·5 | .. | | | | |
| | 2,296 | 8 0 0 | 2 0 0 | 1 8 0 | 26,404 | .. | | | | |
| | 3,908 | .. | .. | .. | 50,840 | 3,908 | .. | .. | 76,460 | 25,620 |
| Inferior servants | 2 | 15 0 0 | 3 0 0 | 1 8 0 | 39 | .. | .. | .. | .. | .. |
| | 23 | 12 0 0 | 2 0 0 | 1 8 0 | 356·5 | .. | .. | .. | .. | .. |
| | 253 | 10 0 0 | 2 0 0 | 1 8 0 | 3,415·5 | 436 | 14—$\frac{1}{5}$—19 | 16·5 | 7,194 | .. |
| | 91 | 9 0 0 | 2 0 0 | 1 8 0 | 1,137·5 | 1,019 | 13—$\frac{1}{5}$—18 | 15·5 | 15,794·5 | .. |
| | 343 | 8 0 0 | 2 0 0 | 1 8 0 | 3,944·5 | .. | House-rent allowance for 352 inferior servants @ Rs. 1 each. | .. | .. | .. |
| | 693 | 7 0 0 | 2 0 0 | 1 8 0 | 7,276·5 | .. | | | | |
| | 36 | 6 0 0 | 2 0 0 | 1 8 0 | 342 | .. | | | | |
| | 5 | 5 0 0 | 2 0 0 | 1 8 0 | 42·5 | .. | | | | |
| | 9 | 3 0 0 | 2 0 0 | 1 8 0 | 58·5 | .. | .. | .. | 352 | .. |
| Total .. | 1,455 | .. | .. | .. | 16,612·5 | 1,455 | .. | .. | 23,340·5 | 6,728 |
| Runners .. | 73 | 9 0 0 | 2 0 0 | 1 8 0 | 912·5 | 73 | 14 | .. | 1,022 | .. |
| | 177 | 8 0 0 | 2 0 0 | 1 8 0 | 2,035·5 | 177 | 13 | .. | 2,301 | .. |
| | 312 | 7 0 0 | 2 0 0 | 1 8 0 | 3,276 | 312 | 12 | .. | 3,744 | .. |
| | 1,374 | 6 0 0 | 2 0 0 | 1 8 0 | 13,053 | 1,374 | 11 | .. | 15,114 | .. |
| Total .. | 1,936 | .. | .. | .. | 19,277 | 1,936 | .. | .. | 22,181 | 2,904 |
| Boy messengers | 4 | 6 0 0 | 2 0 0 | 1 8 0 | 38 | 133 | 8—$\frac{1}{8}$—9 | 8·75 | 1,163·75 | .. |
| | 12 | 5 0 0 | 2 0 0 | 1 8 0 | 102 | .. | .. | .. | .. | |
| | 117 | 4 0 0 | 2 0 0 | 1 8 0 | 877·5 | .. | .. | .. | .. | .. |
| Total .. | 133 | .. | .. | .. | 1,017·5 | 133 | .. | .. | 1,163·75 | 146·25 |
| Grand total | 7,521 | .. | .. | .. | 89,653·5 | .. | .. | .. | 1,25,518·75 | 35,865·25 |

## V.—Bengal and Assam Circle.

| Class. | Present. | | | | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. of men. | Rate of pay. | Rate of W. A. | Rate of G. C. A. | Total cost. | No. of men. | Consolidated time-scale or fixed pay. | Average pay. | Total Average cost. | |
| | | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. | | Rs. | Rs. | Rs. | Rs |
| Overseer, Sorting and Head Postmen. | 20 | 35 0 0 | 4 0 0 | .. | 780 | 76 | 22—22—22—1—40. | 31 | 2,356 | .. |
| | 56 | 30 0 0 | 4 0 0 | .. | 1904 | 6 | 20—½—32 | 25 | 150 | .. |
| | 1 | 30 0 0 | 4 0 0 | 3 0 0 | 37 | 102 | 18—½—24 | 21 | 2142 | .. |
| | 7 | 25 0 0 | 4 0 0 | .. | 203 | .. | Duty allowance for 24 overseer postmen on Rs. 10 each. | .. | 240 | .. |
| | 2 | 23 0 0 | 4 0 0 | .. | 54 | .. | | | | .. |
| | 5 | 20 0 0 | 3 0 0 | .. | 115 | .. | Duty allowance for 63 sorting postmen Rs. 7-8 each. | .. | 472·5 | .. |
| | 1 | 18 0 0 | 3 0 0 | .. | 21 | .. | | | | |
| | 3 | 17 0 0 | 3 0 0 | .. | 60 | .. | Duty allowance for 97 Head postmen Rs. 5 each. | .. | 485 | .. |
| | 1 | 17 0 0 | 3 0 0 | 3 0 0 | 23 | .. | | | .. | .. |
| | 10 | 16 0 0 | 3 0 0 | 1 8 0 | 205 | .. | .. | .. | .. | .. |
| | 1 | 15 0 0 | 3 0 0 | 1 8 0 | 19·5 | .. | .. | .. | .. | .. |
| | 2 | 15 0 0 | 3 0 0 | 1 0 0 | 38 | .. | .. | .. | .. | .. |
| | 14 | 15 0 0 | 3 0 0 | .. | 252 | .. | .. | .. | .. | .. |
| | 2 | 14 0 0 | 3 0 0 | 1 8 0 | 37 | .. | .. | .. | .. | .. |
| | 7 | 14 0 0 | 3 0 0 | .. | 119 | .. | .. | .. | .. | .. |
| | 21 | 13 0 0 | 3 0 0 | .. | 336 | .. | .. | .. | .. | .. |
| | 6 | 13 0 0 | 3 0 0 | 1 8 0 | 105 | .. | .. | .. | .. | .. |
| | 16 | 12 0 0 | 2 0 0 | .. | 224 | .. | .. | .. | .. | .. |
| | 7 | 11 0 0 | 2 0 0 | .. | 91 | .. | .. | .. | .. | .. |
| .. | 2 | 10 0 0 | 2 0 0 | .. | 24 | .. | .. | .. | .. | .. |
| Total .. | 184 | .. | .. | .. | 4,647·5 | 184 | .. | .. | 5,845·5 | 1,198 |
| Postmen and Village postmen | 101 | 25 0 0 | 4 0 0 | .. | 2,929 | 754 | 22—22—22—1—40 | 31 | 23,374 | .. |
| | 157 | 20 0 0 | 3 0 0 | .. | 3,611 | 97 | 20—½—32 | 25 | 2,425 | .. |
| | 328 | 17 0 0 | 3 0 0 | .. | 6,560 | .. | .. | .. | .. | .. |
| | 6 | 16 0 0 | 3 0 0 | 1 0 0 | 120 | .. | .. | .. | .. | .. |
| | 3 | 16 0 0 | 3 0 0 | 1 8 0 | 61·5 | 3,951 | 18—¼—24 | 21 | 12,411 | .. |
| | 30 | 16 0 0 | 3 0 0 | .. | 570 | .. | .. | .. | .. | .. |
| | 307 | 15 0 0 | 3 0 0 | .. | 5,526 | .. | .. | .. | .. | .. |
| | 8 | 15 0 0 | 3 0 0 | 1 0 0 | 152 | 591 | 16—¼—22 | 19 | 75,069 | .. |
| | 22 | 15 0 0 | 3 0 0 | 1 8 0 | 429 | .. | .. | .. | .. | .. |
| | 26 | 14 0 0 | 3 0 0 | 1 8 0 | 481 | .. | .. | .. | .. | .. |
| | 6 | 14 0 0 | 3 0 0 | 1 0 0 | 108 | .. | .. | .. | .. | .. |
| | 75 | 14 0 0 | 3 0 0 | .. | 1,275 | .. | .. | .. | .. | .. |
| | 37 | 13 0 0 | 3 0 0 | 1 8 0 | 647·5 | .. | .. | .. | .. | .. |
| | 234 | 13 0 0 | 3 0 0 | .. | 3,744 | .. | .. | .. | .. | .. |
| | 137 | 12 0 0 | 2 0 0 | .. | 1,918 | .. | .. | .. | .. | .. |
| | 56 | 12 0 0 | 2 0 0 | 1 8 0 | 868 | .. | .. | .. | .. | .. |
| | 44 | 12 0 0 | 2 0 0 | 1 0 0 | 660 | .. | .. | .. | .. | .. |
| | 151 | 11 0 0 | 2 0 0 | .. | 1,963 | .. | .. | .. | .. | .. |
| | 120 | 11 0 0 | 2 0 0 | 1 8 0 | 1,740 | .. | .. | .. | .. | .. |
| | 320 | 11 0 0 | 2 0 0 | 1 0 0 | 4,480 | .. | .. | .. | .. | .. |
| | 325 | 10 0 0 | 2 0 0 | 1 8 0 | 4,387·5 | .. | .. | .. | .. | .. |
| | 2,877 | 10 0 0 | 2 0 0 | 1 0 0 | 37,401 | .. | .. | .. | .. | .. |
| | 23 | 10 0 0 | 2 0 0 | .. | 276 | .. | .. | .. | .. | .. |
| Total .. | 5,393 | .. | .. | .. | 79,907·5 | 5,393 | .. | .. | 1,13,279 | 33,371·5 |
| Carried over .. | 5,577 | .. | .. | .. | 84,555 | .. | .. | .. | 1,19,124·5 | 34.5695 |

## V.—Bengal and Assam Circle—*contd.*

| Class. | Present. | | | | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. of men. | Rate of pay. | Rate of W. A. | Rate of G. C. A. | Total cost. | No. of men. | Consolidated time-scale or fixed pay. | Average pay. | Total average cost. | |
| | | Rs. A. P. | Rs. A. P. | Rs. | Rs. A. P. | | Rs. | | Rs. | Rs. |
| Brought forward | 5,577 | .. | .. | .. | 84,555 | .. | .. | .. | 1,19,124·5 | 34,569·5 |
| Probationery postmen. | 136 | 12 0 0 | 2 0 0 | 1 0 0 | 2,040 | 146 | 16 | .. | 2,336 | .. |
| | 10 | 12 0 0 | 2 0 0 | .. | 140 | 31 | 14 | .. | 434 | .. |
| | 12 | 10 0 0 | 2 0 0 | 1 0 0 | 156 | 14 | 13 | .. | 182 | .. |
| | 19 | 9 0 0 | 2 0 0 | 1 0 0 | 228 | .. | .. | .. | .. | .. |
| | 13 | 8 0 0 | 2 0 0 | 1 0 0 | 143 | .. | .. | .. | .. | .. |
| | 1 | 8 0 0 | 2 0 0 | 1 8 0 | 11·5 | .. | .. | .. | .. | .. |
| Total | 191 | .. | .. | .. | 2,718·5 | 191 | .. | .. | 2,952 | 233·5 |
| Inferior servants | 1 | 25 0 0 | 4 0 0 | .. | 29 | 1 | 30—$\frac{1}{5}$—35 | 32·5 | 32·5 | .. |
| | 6 | 20 0 0 | 3 0 0 | .. | 138 | 5 | 25 | .. | 125 | .. |
| | 5 | 18 0 0 | 3 0 0 | .. | 105 | 5 | 22 | .. | 110 | .. |
| | 1 | 17 0 0 | 3 0 0 | .. | 20 | 3 | 20 | .. | 60 | .. |
| | 5 | 16 0 0 | 3 0 0 | .. | 95 | 3 | 20—$\frac{1}{5}$—25 | 22·5 | 67·5 | .. |
| | 3 | 15 8 0 | 3 0 0 | .. | 55·5 | .. | .. | .. | .. | .. |
| | 5 | 15 0 0 | 3 0 0 | .. | 90 | 266 | 16—$\frac{1}{5}$—21 | 18·5 | 4,921 | .. |
| | 2 | 15 0 0 | 3 0 0 | 1 8 0 | 39 | .. | .. | .. | .. | .. |
| | 57 | 14 0 0 | 3 0 0 | .. | 969 | 366 | 15—$\frac{1}{5}$—20 | 17·5 | 6405 | .. |
| | 2 | 13 0 0 | 3 0 0 | 1 8 0 | 35 | 369 | 14—$\frac{1}{5}$—19 | 16·5 | 6,088·5 | .. |
| | 2 | 13 0 0 | 3 0 0 | 1 0 0 | 34 | 646 | 13—$\frac{1}{5}$—18 | 15·5 | 10,013 | .. |
| | 1 | 13 0 0 | 3 0 0 | .. | 16 | .. | .. | .. | .. | .. |
| | 14 | 12 0 0 | 2 0 0 | 1 8 0 | 217 | .. | .. | .. | .. | .. |
| | 84 | 12 0 0 | 2 0 0 | 1 0 0 | 1,260 | .. | .. | .. | .. | .. |
| | 8 | 11 0 0 | 2 0 0 | 1 8 0 | 116 | .. | .. | .. | .. | .. |
| | 203 | 11 0 0 | 2 0 0 | 1 0 0 | 2,842 | .. | .. | .. | .. | .. |
| | 42 | 10 0 0 | 2 0 0 | 1 8 0 | 567 | .. | .. | .. | .. | .. |
| | 387 | 10 0 0 | 2 0 0 | 1 0 0 | 5,031 | .. | .. | .. | .. | .. |
| | 44 | 9 0 0 | 2 0 0 | 1 8 0 | 550 | .. | .. | .. | .. | .. |
| | 540 | 9 0 0 | 2 0 0 | 1 8 0 | 6,480 | .. | .. | .. | .. | .. |
| | 200 | 8 0 0 | 2 0 0 | 1 0 0 | 2,200 | .. | .. | .. | .. | .. |
| | 34 | 8 0 0 | 2 0 0 | 1 0 0 | 391 | .. | .. | .. | .. | .. |
| | 4 | 7 0 0 | 2 0 0 | 1 0 0 | 40 | .. | .. | .. | .. | .. |
| | 14 | 5 0 0 | 2 0 0 | 1 0 0 | 112 | .. | .. | .. | .. | .. |
| Total .. | 1,664 | .. | .. | .. | 21,431·5 | 1,664 | .. | .. | 27,822 5 | 6,391 |
| Carried over .. | 7,432 | .. | .. | .. | 1,08,705 | .. | .. | .. | 1,49,899 | 41,194 |

## V.—Bengal and Assam Circle—*concld.*

| Class. | Present. | | | | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. of men. | Rate of pay. | Rate of W. A. | Rate of G. C. A. | Total cost. | No. of men. | Consolidated time-scale or fixed pay. | Average pay. | Average total cost. | |
| | | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. | | Rs. | | Rs. | Rs. |
| Brought forword | 7432 | .. | .. | .. | 1,08,705 | .. | .. | .. | 1,49,899 | 41,194 |
| Runners .. | 50 | 16 0 0 | 3 0 0 | .. | 950 | 40 | 15 | .. | 600 | .. |
| | 63 | 15 0 0 | 3 0 0 | .. | 1,134 | 50 | 22 | .. | 1,100 | .. |
| | 2 | 11 0 0 | 3 0 0 | 1 0 0 | 38 | 65 | 21 | .. | 1,365 | .. |
| | 14 | 14 0 0 | 3 0 0 | 1 8 0 | 259 | 14 | 20 | .. | 280 | .. |
| | 12 | 13 0 0 | 3 0 0 | .. | 192 | 12 | 19 | .. | 228 | .. |
| | 14 | 12 0 0 | 2 0 0 | 1 0 0 | 210 | 68 | 17 | .. | 1,156 | .. |
| | 53 | 12 0 0 | 2 0 0 | 1 8 0 | 821·5 | 36 | 16 | .. | 576 | .. |
| | 1 | 12 0 0 | 2 0 0 | 1 0 0 | 15 | 483 | 15 | .. | 7,245 | .. |
| | 10 | 11 0 0 | 2 0 0 | .. | 130 | 609 | 14 | .. | 8,526 | .. |
| | 7 | 11 0 0 | 2 0 0 | 1 8 0 | 101·5 | 2371 | 13 | .. | 30,823 | .. |
| | 19 | 11 0 0 | 2 0 0 | 1 0 0 | 266 | .. | .. | .. | .. | .. |
| | 315 | 10 0 0 | 2 0 0 | 1 0 0 | 4,095 | .. | .. | .. | .. | .. |
| | 208 | 10 0 0 | 2 0 0 | 1 8 0 | 2,808 | .. | .. | .. | .. | .. |
| | 456 | 9 0 0 | 2 0 0 | 1 0 0 | 5,016 | .. | .. | .. | .. | .. |
| | 153 | 9 0 0 | 2 0 0 | 1 8 0 | 1,912·5 | .. | .. | .. | .. | .. |
| | 2370 | 8 0 0 | 2 0 0 | 1 0 0 | 26,070 | .. | .. | .. | .. | .. |
| | 1 | 7 0 0 | 2 0 0 | 1 0 0 | 10 | .. | .. | .. | .. | .. |
| | 3,748 | .. | .. | .. | 44,028·5 | 3,748 | .. | .. | 51,899 | 7,870·5 |
| Boy Messengers | 1 | 11 0 0 | 2 0 0 | 1 0 0 | 14 | .. | .. | .. | .. | .. |
| | 7 | 8 0 0 | 2 0 0 | 1 0 0 | 77 | 76 | 11—$\frac{1}{3}$—12 | 11·75 | 893 | .. |
| | 1 | 10 0 0 | 2 0 0 | 1 0 0 | 13 | 171 | 9—$\frac{2}{3}$—11 | 10·5 | 1795·5 | .. |
| | 2 | 9 0 0 | 2 0 0 | 1 8 0 | 25 | .. | .. | .. | .. | .. |
| | 2 | 9 0 0 | 2 0 0 | 1 0 0 | 24 | .. | .. | .. | .. | .. |
| | 14 | 8 0 0 | 2 0 0 | 1 8 0 | 161 | .. | .. | .. | .. | .. |
| | 1 | 7 0 0 | 2 0 0 | 1 8 0 | 10·5 | .. | .. | .. | .. | .. |
| | 89 | 7 0 0 | 2 0 0 | 1 0 0 | 890 | .. | .. | .. | .. | .. |
| | 21 | 6 0 0 | 2 0 0 | 1 8 0 | 199·5 | .. | .. | .. | .. | .. |
| | 49 | 6 0 0 | 2 0 0 | 1 0 0 | 441 | .. | .. | .. | .. | .. |
| | 60 | 5 0 0 | 2 0 0 | 1 0 0 | 480 | .. | .. | .. | .. | .. |
| Total .. | 247 | .. | .. | .. | 2,335 | 247 | .. | .. | 2,688·5 | 353·5 |
| Grand Total | 11,427 | .. | .. | .. | 1,55,068·5 | .. | .. | .. | 2,04,486·5 | 49,418 |

## VI—Burma Circle.

| Class. | Present. No. of Men. | Present. Rate of pay. | Present. Rate of W. A. | Present. Rate of G. C. A. | Present. Total cost. | Proposed. No. of men. | Proposed. Consolidated time-scale or fixed pay. | Proposed. Average pay. | Proposed. Average total cost. | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Rs. | Rs. | Rs. | Rs. A. P. | | Rs. | | Rs. | Rs. |
| Overseer, Reader and Head post men. | 16 | 40 | 5 | .. | 720 0 0 | 22 | 24—$\frac{2}{3}$—40 | 32 | 704 | .. |
| | 6 | 35 | 4 | .. | 234 0 0 | 5 | 22—$\frac{1}{2}$—34 | 27 | 135 | .. |
| | 3 | 25 | 4 | .. | 87 0 0 | 27 | 20—$\frac{1}{4}$—26 | 23 | 621 | .. |
| | 3 | 22 | 4 | .. | 78 0 0 | 1 | 18—$\frac{1}{4}$—24 | 21 | 21 | .. |
| | 17 | 20 | 3 | .. | 391 0 0 | Duty allowance for 16 overseer postmen @ Rs. 10 each. | | | 160 | |
| | 9 | 18 | 3 | .. | 189 0 0 | Duty allowance for 7 Reader postmen @ Rs. 7-8 each. | | | 52·5 | |
| | 1 | 16 | 3 | .. | 19 0 0 | Duty allowance for 32 Head postmen @ Rs. 5 each. | | | 160 | |
| Total .. | 55 | .. | .. | .. | 1,718 0 0 | 55 | .. | .. | 1,853·5 | 135·5 |
| Postmen and Village Postmen. | 30 | 30 | 4 | .. | 1,020 0 0 | 213 | 24—$\frac{2}{3}$—40 | 32 | 6,816 | .. |
| | 42 | 25 | 4 | .. | 1,218 0 0 | 71 | 22—$\frac{1}{2}$—34 | 27 | 1,917 | .. |
| | 12 | 22 | 4 | .. | 312 0 0 | 122 | 20—$\frac{1}{4}$—26 | 23 | 2,806 | .. |
| | 98 | 20 | 3 | .. | 2,254 0 0 | 544 | 18—$\frac{1}{4}$—24 | 21 | 11,424 | .. |
| | 62 | 19 | 3 | .. | 1,364 0 0 | .. | .. | .. | .. | .. |
| | 122 | 18 | 3 | .. | 2,562 0 0 | .. | .. | .. | .. | .. |
| | 16 | 17 | 3 | .. | 320 0 0 | .. | .. | .. | .. | .. |
| | 123 | 16 | 3 | .. | 2,337 0 0 | .. | .. | .. | .. | .. |
| | 415 | 15 | 3 | .. | 7,470 0 0 | .. | .. | .. | .. | .. |
| | 30 | 14 | 3 | .. | 510 0 0 | .. | .. | .. | .. | .. |
| Total .. | 950 | .. | .. | .. | 19,367 0 0 | 950 | .. | .. | 22,963 | 3,596 |
| Probationery postmen. | 19 | 15 | 3 | .. | 342 0 0 | 19 | 18 | .. | 342 | .. |
| | 5 | 14 | 3 | .. | 85 0 0 | 5 | 17 | .. | 85 | .. |
| | 2 | 13 | 3 | .. | 32 0 0 | 2 | 16 | .. | 32 | .. |
| | 26 | .. | .. | .. | 459 0 0 | 26 | .. | .. | 459 | .. |
| Carried over .. | 1,031 | .. | .. | .. | 21,544 0 0 | .. | .. | .. | 25,275·5 | 3,731·5 |

## VI.—Burma Circle—*concld.*

| Class. | Present | | | | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. of men. | Rate of pay. | Rate of W. A. | Rate of G. C. A. | Total cost. | No. of men. | Consolidated time-scale or fixed pay. | Average pay. | Average total cost. | |
| | | Rs. | Rs. | Rs. | Rs. A. P. | | Rs. | | Rs. | Rs. |
| Brought forward | 1031 | .. | .. | .. | 21,544 0 0 | .. | .. | .. | 25,275·5 | 3,731·5 |
| Attendant .. | 1 | 40 | 5 | .. | 45 0 0 | 1 | 35—$\frac{3}{5}$—50 | 42·5 | 42·5 | —2·5 |
| Jemadars .. | 1 | 25 | 4 | .. | 29 0 0 | 2 | 22—$\frac{2}{5}$—30 | 26 | 52 | .. |
| | 1 | 22 | 4 | .. | 26 0 0 | .. | .. | .. | .. | .. |
| Total .. | 2 | .. | .. | .. | 55 0 0 | 2 | .. | .. | 52 | —3 |
| Inferior servants | 1 | 23 | 4 | .. | 27 0 0 | 141 | 20—$\frac{1}{5}$—25 | 22·5 | 31,72·5 | .. |
| | 14 | 20 | 3 | .. | 322 0 0 | 46 | 19—$\frac{1}{5}$—24 | 21·5 | 989 | .. |
| | 36 | 18 | 3 | .. | 756 0 0 | 66 | 18—$\frac{1}{5}$—23 | 20·5 | 1353 | .. |
| | 2 | 17 | 3 | .. | 40 0 0 | 324 | 16—$\frac{1}{5}$—21 | 18·5 | 5994 | .. |
| | 96 | 16 | 3 | .. | 1,824 0 0 | .. | .. | .. | .. | .. |
| | 184 | 15 | 3 | .. | 3,312 0 0 | .. | .. | .. | .. | .. |
| | 33 | 14 | 3 | .. | 561 0 0 | .. | .. | .. | .. | .. |
| | 68 | 13 | 3 | .. | 1,088 0 0 | .. | .. | .. | .. | .. |
| | 142 | 12 | 2 | .. | 1,988 0 0 | .. | .. | .. | .. | .. |
| | 1 | 10 | 2 | .. | 12 0 0 | .. | .. | .. | .. | .. |
| Total .. | 577 | .. | .. | .. | 9,930 0 0 | 577 | .. | .. | 11,508·5 | 1578·5 |
| Runners .. | 1 | 30 | 4 | .. | 34 0 0 | 1 | 34 | .. | 34 | .. |
| | 4 | 22 | 4 | .. | 104 0 0 | 4 | 26 | .. | 104 | .. |
| | 13 | 20 | 3 | .. | 299 0 0 | 13 | 23 | .. | 299 | .. |
| | 5 | 19 | 3 | .. | 110 0 0 | 5 | 22 | .. | 110 | .. |
| | 9 | 18 | 3 | .. | 189 0 0 | 9 | 21 | .. | 189 | .. |
| | 1 | 17 | 3 | .. | 20 0 0 | 1 | 20 | .. | 20 | .. |
| | 3 | 16 | 3 | .. | 57 0 0 | 3 | 19 | .. | 57 | .. |
| | 48 | 15 | 3 | .. | 864 0 0 | 48 | 18 | .. | 864 | .. |
| | 19 | 14 | 3 | .. | 323 0 0 | 19 | 17 | .. | 323 | .. |
| | 30 | 13 | 3 | .. | 480 0 0 | 30 | 16 | .. | 480 | .. |
| | 21 | 12 | 2 | .. | 294 0 0 | 21 | 14 | .. | 294 | .. |
| | 1 | 10 | 2 | .. | 12 0 0 | 1 | 12 | .. | 12 | .. |
| Total .. | 155 | .. | .. | .. | 2,786 0 0 | 155 | .. | .. | 2,786 | .. |
| Boy messengers | 4 | 12 | 2 | .. | 56 0 0 | | .. | .. | .. | .. |
| | 12 | 10 | 2 | .. | 144 0 0 | 24 | 12—$\frac{1}{3}$—13 | 12·75 | 306 | .. |
| | 8 | 8 | 2 | .. | 80 0 0 | .. | .. | .. | .. | .. |
| Total .. | 24 | .. | .. | .. | 280 0 0 | 24 | .. | .. | 306 | 26 |
| Grand Total | 1790 | .. | .. | .. | 34,640 | .. | .. | .. | 39,970·5 | 5330·5 |

## VII.—Madras Circle.

| Class. | Present. No. of men. | Rate of pay. | Rate of W. A. | Rate of G.C.A. | Total cost. | Proposed. No. of men. | Consolidated time-scale or fixed pay | Average pay. | Total average cost. | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | | Rs. | | Rs. | Rs. |
| Overseer, Reader & Head Postmen. | 23 | 30 0 0 | 4 0 0 | 3 0 0 | 851 0 0 | 23 | 20—⅔—36 | 28 | 644 | |
| | 10 | 25 0 0 | 4 0 0 | 3 0 0 | 320 0 0 | 18 | 20—½—32 | 25 | 450 | |
| | 10 | 20 0 0 | 3 0 0 | 3 0 0 | 260 0 0 | 35 | 18—¼—24 | 21 | 735 | |
| | 13 | 18 0 0 | 3 0 0 | 3 0 0 | 312 0 0 | Duty allowance to 11 overseer postmen at Rs. 10 each. | | | 110 | |
| | 14 | 16 0 0 | 3 0 0 | 1 8 0 | 287 0 0 | Duty allowance to 26 reader postmen at Rs. 7-8 each. | | | 195 | |
| | 6 | 14 0 0 | 3 0 0 | 1 8 0 | 111 0 0 | Duty allowance to 39 Head postmen at Rs. 5 each. | | | 195 | |
| Total .. | 76 | .. | .. | .. | 2,141 0 0 | 76 | .. | .. | 2,329 | 188 |
| Postmen & Village Postmen. | 37 | 25 0 0 | 4 0 0 | 3 0 0 | 1,638 0 0 | 318 | 20—⅔—36 | 28 | 8,904 | |
| | 63 | 20 0 0 | 3 0 0 | 3 0 0 | 1,184 0 0 | 294 | 20—½—32 | 25 | 7,350 | |
| | 118 | 18 0 0 | 3 0 0 | 3 0 0 | 2,832 0 0 | 601 | 18—¼—24 | 21 | 12,621 | |
| | 157 | 16 0 0 | 3 0 0 | 1 8 0 | 3,218·5 | 3,664 | 16—¼—22 | 19 | 69,616 | |
| | 115 | 15 0 0 | 3 0 0 | 1 8 0 | 2,242·5 | House rent allowance for 583 postmen at Rs. 2 each. | | | 1,166 | |
| | 293 | 14 0 0 | 3 0 0 | 1 8 0 | 5,420·5 | | | | | |
| | 13 | 13 0 0 | 3 0 0 | 1 8 0 | 227· | | | | | |
| | 242 | 12 0 0 | 2 0 0 | 1 8 0 | 3,751 | | | | | |
| | 120 | 11 0 0 | 2 0 0 | 1 8 0 | 1,740 | | | | | |
| | 311 | 10 0 0 | 2 0 0 | 1 8 0 | 4,198·5 | | | | | |
| | 648 | 9 0 0 | 2 0 0 | 1 8 0 | 8,100 | | | | | |
| | 2760 | 8 0 0 | 2 0 0 | 1 8 0 | 31,740 | | | | | |
| | 4877 | .. | .. | .. | 66,292·5 | 4,877 | .. | .. | 99,657 | 33,364·5 |
| Probationery Postmen. | 34 | 12 0 0 | 2 0 0 | 1 8 0 | 527 0 0 | 27 | 17 0 0 | .. | 459 | |
| | 5 | 10 0 0 | 2 0 0 | 1 8 0 | 67·5 | 12 | 15 0 0 | .. | 180 | |
| Total .. | 39 | .. | .. | .. | 594·5 | .. | .. | .. | 639 | 44·5 |
| Inferior Servants | 2 | 20 0 0 | 3 0 0 | 3 0 0 | 52 | 2 | 30 | .. | 60 | |
| | 6 | 15 0 0 | 3 0 0 | 1 8 0 | 117 | 4 | 20 | .. | 80 | |
| | 4 | 14 0 0 | 3 0 0 | 1 8 0 | 74 | .. | .. | .. | .. | |
| | 1 | 13 0 0 | 3 0 0 | 1 8 0 | 17·5 | 98 | 16— —21 | 18·5 | 1,813 | |
| | 112 | 12 0 0 | 2 0 0 | 1 8 0 | 1,736 | 216 | 15— —20 | 17·5 | 3,780 | |
| | 20 | 11 0 0 | 2 0 0 | 1 8 0 | 290 | 1,238 | 13—⅙—18 | 15·5 | 19,189 | |
| | 273 | 10 0 0 | 2 0 0 | 1 8 0 | 3,685·5 | .. | .. | .. | .. | |
| | 101 | 9 0 0 | 2 0 0 | 1 8 0 | 1,262·5 | .. | .. | .. | .. | |
| | 396 | 8 0 0 | 2 0 0 | 1 8 0 | 4,554 | .. | .. | .. | .. | |
| | 642 | 7 0 0 | 2 0 0 | 1 8 0 | 6,741 | .. | .. | .. | .. | |
| | 1 | 6 0 0 | 2 0 0 | 1 8 0 | 9·5 | .. | .. | .. | .. | |
| Total .. | 1,558 | .. | .. | .. | 18,539 | 1,558 | .. | .. | 24,922 | 6,383 |
| Runners .. | 25 | 10 0 0 | 2 0 0 | 1 8 0 | 337·5 | 90 | 12 | .. | 1,080 | |
| | 131 | 9 0 0 | 2 0 0 | 1 8 0 | 1,637·5 | 2,544 | 12 | .. | 30,528 | |
| | 461 | 8 0 0 | 2 0 0 | 1 8 0 | 5,301·5 | 384 | 13 | .. | 4,992 | |
| | 16 | 7 8 0 | 2 0 0 | 1 8 0 | 176 | 79 | 14 | .. | 1,106 | |
| | 430 | 7 0 0 | 2 0 0 | 1 8 0 | 4,515 | .. | .. | .. | .. | |
| | 2,034 | 6 0 0 | 2 0 0 | 1 8 0 | 19,323 | .. | .. | .. | .. | |
| Total .. | 3,097 | .. | .. | .. | 31,290·5 | 3,097 | .. | .. | 37,706 | 6,415·5 |
| Carried over .. | 9,647 | .. | .. | .. | 1,18,857·5 | .. | .. | .. | 1,65,253 | 46,395·5 |

## VII.—Madras Circle—*concld.*

| Class. | Present. No. of men. | Present. Rate of pay. | Present. Rate of W.A. | Present. Rate of G. C. A. | Present. Total cost. | Proposed. No. of men. | Proposed. Consolidated time-scale or fixed pay. | Proposed. Average pay. | Proposed. Average total cost. | Net average monthly increase. |
|---|---|---|---|---|---|---|---|---|---|---|
| | | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. | | Rs. | | Rs. | Rs. |
| Brought forward | 9,617 | .. | .. | .. | 1,18,857·5 | .. | .. | .. | 1,65,253 | 46,395·5 |
| Boy messengers | 7 | 7 0 0 | 2 0 0 | 1 8 0 | 73·5 | 269 | 9—$\frac{1}{3}$—10 | 9·75 | 2,622·75 | |
| | 4 | 6 0 0 | 2 0 0 | 1 8 0 | 38 | .. | .. | .. | .. | |
| | 157 | 5 0 0 | 2 0 0 | 1 8 0 | 1,334·5 | .. | .. | .. | .. | |
| | 101 | 4 0 0 | 2 0 0 | 1 8 0 | 757·5 | .. | .. | .. | .. | |
| Total .. | 269 | .. | .. | .. | 2,203·5 | 269 | .. | .. | 2,622·75 | 419·25 |
| Grand Total.. | 9916 | .. | .. | .. | 1,21,061 | .. | .. | .. | 1,67,875·75 | 46,814·75 |

## VIII.—Punjab and North-West Frontier Circle.

| Class. | Present. | | | | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. of men. | Rate of pay. | Rate of W. A. | Total G. C. A. | Total cost. | No. of men. | Consolidated time-scale or fixed pay. | Average pay. | Total average cost. | |
| | | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. A. P. | | Rs. | Rs. | Rs. | Rs. |
| Overseer. Sorting and Head postmen. | 29 | 30 0 0 | 4 0 0 | .. | 986 | 51 | 22—½—34 | 27 | 1377 | |
| | 2 | 20 0 0 | 3 0 0 | .. | 46 | 7 | 20—¼—26 | 23 | 161 | |
| | 30 | 18 0 0 | 3 0 0 | .. | 630 | 28 | 18—¼—24 | 21 | 588 | |
| | 2 | 16 0 0 | 3 0 0 | .. | 38 | Duty allowance for 7 overseer Postmen @ 10 0 0 each. | | .. | 70 | |
| | 1 | 15 0 0 | 3 0 0 | .. | 18 | Duty allowance for 29 Sorting Postmen @ 7 8 0 each. | | .. | 217·5 | |
| | 21 | 25 0 0 | 4 0 0 | .. | 609 | Duty allowance for 50 Head Postmen @ 5 0 0 each. | | .. | 250 | |
| | 1 | 28 0 0 | 4 0 0 | .. | 32 | .. | .. | .. | .. | |
| | .. | .. | .. | 296·5 | 296·5 | .. | .. | .. | .. | |
| Total .. | 86 | .. | .. | .. | 2655·5 | 86 | .. | .. | 2,663·5 | 8 |
| Postmen and Village Postmen. | 7 | 22 0 0 | 4 0 0 | .. | 182 | 591 | 22—½—34 | 27 | 15,957 | |
| | 66 | 20 0 0 | 3 0 0 | .. | 1,518 | 86 | 20—¼—26 | 23 | 1,978 | |
| | 122 | 18 0 0 | 3 0 0 | .. | 2,562 | 706 | 18—¼—24 | 21 | 14,826 | |
| | 8 | 17 0 0 | 3 0 0 | .. | 160 | 2,100 | 16—¼—22 | 19 | 39,900 | |
| | 238 | 16 0 0 | 3 0 0 | .. | 4,522 | .. | .. | .. | .. | |
| | 222 | 15 0 0 | 3 0 0 | .. | 3,996 | .. | .. | .. | .. | |
| | 87 | 14 0 0 | 3 0 0 | .. | 1,479 | .. | .. | .. | .. | |
| | 112 | 13 0 0 | 3 0 0 | .. | 1,792 | .. | .. | .. | .. | |
| | 272 | 12 0 0 | 2 0 0 | .. | 3,808 | .. | .. | .. | .. | |
| | 131 | 11 0 0 | 2 0 0 | .. | 1,703 | .. | .. | .. | .. | |
| | 1,165 | 10 0 0 | 2 0 0 | .. | 13,980 | .. | .. | .. | .. | |
| | 1,053 | 9 0 0 | 2 0 0 | .. | 11,583 | .. | .. | .. | .. | |
| | .. | .. | .. | 7,598·5 | 7,598·5 | .. | .. | .. | .. | |
| Total .. | 3,483 | .. | .. | .. | 54,883·5 | 3,483 | .. | .. | 72,661 | 17,777·5 |
| Probationery Postmen. | 2 | 16 0 0 | 3 0 0 | .. | 38 | 2 | 22 | .. | 44 | |
| | 11 | 13 0 0 | 3 0 0 | .. | 176 | .. | .. | .. | .. | |
| | 32 | 12 0 0 | 2 0 0 | .. | 448 | 43 | 20 | .. | 860 | |
| | 6 | 11 0 0 | 2 0 0 | .. | 78 | .. | .. | .. | .. | |
| | 20 | 10 0 0 | 2 0 0 | .. | 240 | 26 | 16 | .. | 416 | |
| | .. | .. | .. | 163·5 | 163·5 | .. | .. | .. | .. | |
| Total .. | 71 | .. | .. | .. | 1,143·5 | 71 | .. | .. | 1,320 | 176·5 |
| Carried over .. | 3,640 | .. | .. | .. | 58,682·5 | .. | .. | .. | 76.644·5 | 17,962 |

## VIII.—Punjab and North-West Frontier Circle—*concld.*

| Class. | Present. | | | | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. of men. | Rate of pay. | Rate of W. A. | Total G. C. A. | Total cost. | No. of men. | Consolidated time-scale or fixed pay. | Average pay. | Average total cost. | |
| | | Rs. A. P. | Rs. A. P. | Rs. A. P. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| Brought forward | 3,640 | .. | .. | .. | 58,682·5 | .. | .. | .. | 76,644·5 | 17,962 |
| House rent allowance for 412 postmen at Rs. 2 each. | .. | .. | .. | .. | .. | .. | .. | .. | 824 | 824·0 |
| Inferior servants | 1 | 17 0 0 | 3 0 0 | 3 0 0 | 23 | 404 | 17—1/5—22 | 19·5 | 7,878 | .. |
| | 1 | 16 0 0 | 3 0 0 | 2 8 0 | 21·5 | 63 | 18—1/5—23 | 20·5 | 1,291·5 | .. |
| | 24 | 15 0 0 | 3 0 0 | 37 0 0 | 469 | 75 | 16—1/5—21 | 18·5 | 1,387·5 | .. |
| | 2 | 14 0 0 | 3 0 0 | 5 0 0 | 39 | 516 | 15—1/5—20 | 17·5 | 9,030 | .. |
| | 36 | 13 0 0 | 3 0 0 | 68 0 0 | 644 | 324 | 14—1/5—19 | 16·5 | 5,346 | .. |
| | 263 | 12 0 0 | 2 0 0 | 594 8 0 | 4,276·5 | .. | .. | .. | .. | .. |
| | 145 | 11 0 0 | 2 0 0 | 315 0 0 | 2,200 | .. | .. | .. | .. | .. |
| | 340 | 10 0 0 | 2 0 0 | 686 0 0 | 4,766 | .. | .. | .. | .. | .. |
| | 422 | 9 0 0 | 2 0 0 | 916 8 0 | 5,558·5 | .. | .. | .. | .. | .. |
| | 147 | 8 0 0 | 2 0 0 | 311 8 0 | 1,781·5 | .. | .. | .. | .. | .. |
| | 1 | 7 0 0 | 2 0 0 | 2 8 0 | 11·5 | .. | .. | .. | .. | .. |
| Total .. | 1,382 | .. | .. | .. | 19,790·5 | 1,382 | .. | .. | 24,933 | 5,142·5 |
| Mail Guards .. | 3 | 25 0 0 | 4 0 0 | 4 8 0 | 91·5 | 9 | 27—1/5—32 | 29·5 | 265·5 | .. |
| | 6 | 20 0 0 | 3 0 0 | 9 0 0 | 147 | .. | .. | .. | .. | .. |
| Total .. | 9 | .. | .. | .. | 238·5 | 9 | .. | .. | 265·5 | 27 |
| Boatmen .. | 2 | 20 0 0 | 3 0 0 | 3 0 0 | 49 | 2 | 25 | .. | 50 | 1 |
| Runners .. | 2 | 12 0 0 | 2 0 0 | 5 0 0 | 33 | 2 | 18 | .. | 36 | .. |
| | 33 | 10 0 0 | 2 0 0 | 65 0 0 | 461 | 33 | 15 | .. | 495 | .. |
| | 79 | 9 0 0 | 2 0 0 | 185 0 0 | 1,054 | 79 | 14 | .. | 1,106 | .. |
| | 1,231 | 8 0 0 | 2 0 0 | 2,681 8 0 | 14,991·5 | 1,231 | 13 | .. | 16,003 | .. |
| | 729 | 7 0 0 | 2 0 0 | 1,513 8 0 | 8,074·5 | 729 | 12 | .. | 8,748 | .. |
| | 125 | 6 0 0 | 2 0 0 | 187 8 0 | 1,187·5 | 125 | 11 | .. | 1,375 | .. |
| | 2,199 | .. | .. | .. | 25,801·5 | 2,199 | .. | .. | 27,763 | 1,961·5 |
| Boy messengers | 3 | 11 0 0 | 2 0 0 | 4 8 0 | 43·5 | 62 | 9—2/5—11 | 10·5 | 651 | .. |
| | 2 | 8 0 0 | 2 0 0 | 5 0 0 | 25 | .. | .. | .. | .. | .. |
| | 9 | 7 0 0 | 2 0 0 | 17 8 0 | 98·5 | .. | .. | .. | .. | .. |
| | 11 | 6 0 0 | 2 0 0 | 19 8 0 | 107·5 | .. | .. | .. | .. | .. |
| | 36 | 5 0 0 | 2 0 0 | 76 0 0 | 328 | .. | .. | .. | .. | .. |
| Boy | 1 | 6 0 0 | 2 0 0 | 2 8 0 | 10·5 | .. | .. | .. | .. | .. |
| Total | 62 | .. | .. | .. | 613 | 62 | .. | .. | 651 | 38 |
| Grand Total.. | 7,294 | .. | .. | .. | 105,175·0 | .. | .. | .. | 131,131·0 | 25,956·0 |

## IX.—Northern Circle, R.M.S.

| Class. | Present. | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|
| | No. | Total pay and allowances. | No. | Consolidated time-scale or fixed pay. | Average pay. | Average total cost. | |
| | | Rs. | | Rs. | Rs. | Rs. | Rs. |
| Mail Guards .. .. | 42 | 1,098·5 | 42 | 22—½—34 | 27 | 1,134 | .. |
| Van Peons .. .. | 39 | 651·5 | 18 | 15—⅕—20 | 17·5 | 315 | .. |
| | | | 21 | 17—⅕—22 | 19·5 | 409·5 | .. |
| Porters .. .. .. | 422 | 6,345·5 | 422 | 13 to 22 | .. | 6,963 | .. |
| Peons and Farashes .. | 5 | 76·5 | 5 | 15—⅕—20 | 17·5 | 87·5 | .. |
| Chowkidars .. .. | 2 | 27 | 2 | 15—⅗—20 | 17·5 | 35 | .. |
| Jamadars .. .. | 3 | 67·5 | 3 | 22 to 27 | .. | 74 | .. |
| Total .. | 513 | 8,266·5 | 513 | .. | .. | 9,018·0 | 751·5 |

## X.—Eastern Circle—R.M.S.

| Class. | Present. | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|
| | No. | Total pay and allowances. | No. | Consolidated time-scale or fixed pay. | Average pay. | Total average cost. | |
| | | Rs. | | Rs. | Rs. | Rs. | Rs. |
| Mail Guards .. .. | 125 | 3,133 | 125 | 20—⅗—35 | 27·5 | 3,437·5 | .. |
| Van Peons .. .. | 118 | 1,846·5 | 118 | 15—⅕—20 | 17·5 | 2,065 | .. |
| Head Porters, etc. .. | 9 | 192·5 | 9 | 20 to 30 | .. | 207 | .. |
| Chowkidars, etc. .. .. | 5 | 64 | 5 | 13—⅓—18 | 15·5 | 77·5 | .. |
| Peons .. .. .. | 11 | 146 | 11 | 13—⅓—18 | 15·5 | 170·5 | .. |
| Porters .. .. .. | 425 | 5,570 | 425 | 13 to 17 | .. | 6,061 | .. |
| Total .. | 693 | 10,952 | 693 | .. | .. | 12,018·5 | 1,066·5 |

## XI.—Western Circle—R.M.S.

| Class. | Present. | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|
| | No. | Total pay and allowances. | No. | Consolidated time-scale or fixed pay. | Average pay. | Average total cost. | |
| | | Rs. | | Rs. | | Rs. | Rs. |
| Mail Guards .. .. | 62 | 1,607 | 24 | 22—½—34 | 27 | 648 | |
| | | | 38 | 20—½—32 | 25 | 950 | |
| Total .. | 62 | 1,607 | 62 | .. | .. | 1,598 | |
| Van Peons .. .. | 140 | 2,263·5 | 39 | 16—⅓—24 | 20 | 780 | |
| | | | 101 | 15—⅕—20 | 17·5 | 1,767·5 | |
| Total .. | 140 | 2,263·5 | 140 | .. | .. | 2,547·5 | |
| Porters .. .. .. | 395 | 5,548 | 395 | 12 to 27 | .. | 6,123 | |
| Chowkidars, etc. .. .. | 7 | 92 | 7 | 13 to 18 | .. | 104 | |
| Peons .. .. .. | 2 | 26 | 2 | 14 to 15 | .. | 29 | |
| Total .. | 606 | 9,536·5 | 606 | .. | .. | 10,401·5 | 865 |

## XII.—Railway Mail Service.

*F. M. Division, Bombay.*

| Class. | Present. | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|
| | No. | Total pay and allowances. | No. | Consolidated time-scale or fixed pay. | Average pay. | Average total cost. | |
| | | Rs. | | Rs. | Rs. | Rs. | Rs. |
| Mail Guards .. .. | 5 | 132 | 2 | 27—27—27—1—45. | 36 | 72 | |
| | | | 2 | 22—½—34 | 27 | 54 | |
| | | | 1 | 20—½—32 | 25 | 25 | |
| Total .. | 5 | 132 | 5 | .. | .. | 151 | |
| Van Peons, and Peons .. | 43 | 839 | 40 | 20—½—27 | 23·5 | 940 | |
| | | | 2 | 17—½—22 | 19·5 | 39 | |
| | | | 1 | 14—½—19 | 16·5 | 16·5 | |
| Total .. | 43 | 839 | 43 | .. | .. | 995·5 | |
| Porters .. .. | 4 | 72 | 4 | 20 | .. | 80 | |
| Total .. | 52 | 1,043 | 52 | .. | .. | 1,226·5 | 183·5 |

## XIII.—Railway Mail Service.

*Burma.*

| Class. | Present. | | Proposed. | | | | Net increase per mensem. |
|---|---|---|---|---|---|---|---|
| | No. | Total pay and allowances. | No. | Consolidated time-scale or fixed pay. | Average pay. | Total average cost. | |
| | | Rs. | | Rs. | Rs. | Rs. | Rs. |
| Mail Guards .. .. | 28 | 812 | 28 | 30—⅛—35 | 32·5 | 910 | .. |
| Van Peons and peons .. | 41 | 803· | 41 | 20—⅕—25 | 22·5 | 922·5 | .. |
| Jamadar .. .. | 1 | 26 | 1 | 28 | .. | 28 | .. |
| Porters .. .. .. | 40 | 710 | 40 | 18 to 20 | .. | 750 | .. |
| Total .. | 110 | 2,351 | 110 | .. | .. | 2,610·5 | 259·5 |

## XIV.—Calcutta R.M.S.

| Class. | Present. | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|
| | No. | Total pay and allowances. | No. | Consolidated time-scale or fixed pay. | Average pay. | Total average cost. | |
| | | Rs. | | Rs. | Rs. | Rs. | Rs. |
| Porters .. .. .. | 125 | 1,868 | 125 | 16—½—21 | 18·5 | 2,312·5 | .. |
| Runners .. .. .. | 3 | 43 | 3 | 16 & 17 | .. | 49 | .. |
| Peons .. .. .. | 2 | 28 | 2 | 15—½—20 | 17·5 | 35 | .. |
| Jamadar .. .. | 1 | 21 | * 1 | 25 | .. | 25 | .. |
| Farash .. .. .. | 1 | 13 | 1 | 15—½—20 | 17·5 | 17·5 | .. |
| Firemen .. .. | 2 | 25 | 2 | 15—½—20 | 17·5 | 35 | .. |
| Total .. | 134 | 1,998 | 134 | .. | .. | 2,474 | 476 |

*Summary.*

| Name of Circle. | Present cost per annum. | Proposed cost per annum. | Increase. |
|---|---|---|---|
| I.—Bombay .. .. | 19,23,318 | 23,07,189 | 3,83,871 |
| II.—Central Provinces .. | 7,16,760 | 9,21,525 | 2,04,765 |
| III.—Bihar and Orissa .. | 6,87,696 | 8,37,753 | 1,50,057 |
| IV.—United Provinces .. | 10,75,842 | 15,06,225 | 4,30,383 |
| V.—Bengal and Assam .. | 18,60,822 | 24,53,838 | 5,93,016 |
| VI.—Burma .. .. | 4,15,680 | 4,79,646 | 63,966 |
| VII.—Madras .. .. | 14,52,732 | 20,14,509 | 5,61,777 |
| VIII.—Punjab and North-West Frontier. | 12,62,100 | 15,73,572 | 3,11,472 |
| IX.—Branch Postmasters and Overseers. | 6,99,276 | 8,48,520 | 1,49,244 |
| X.—Northern Circle, R. M. S. | 99,198 | 1,08,216 | 9,018 |
| XI.—Eastern Circle, R. M. S... | 1,31,424 | 1,44,222 | 12,798 |
| XII.—Western Circle, R. M. S. | 1,14,438 | 1,24,818 | 10,380 |
| XIII.—Foreign Mail Division | 12,516 | 14,718 | 2,202 |
| XIV.—Burma, R. M. S. .. | 28,212 | 31,326 | 3,114 |
| XV.—Calcutta, R. M. S. .. | 23,976 | 29,688 | 5,712 |
| TOTAL .. | 1,05,03,990 | 1,33,95,765 | 28,91,775 |

## SCHEDULE A.

*List of ub-offices included in Class II of the Bombay scale.*

1. Viramgram.
2. Hubli.
3. Hubli Dajiba's peth.
4. Hubli Durgadbail.
5. Hubli Sarafkhatta.
6. Old Hubli.
7. Deesa.
8. Mehsana.
9. Babujamal Kolhapur.
10. Castle Rock.
11. Kolhapur.
12. Kolhapur City.
13. Shahpuri.
14. Cutch Mandvi.
15. Bagalkot.
16. Gadag City.
17. Gadag.
18. Gadag Betgeri.
19. Bhusaval.
20. Anand.
21. Anand Town.
22. Godhra.
23. Godhra, R. S.
24. Godhra Distillery.
25. Nadiad.
26. Khandala.
27. Lonavala.
28. Yeravda.
29. North Yeravda.
30. Jamnagar.
31. Mahableshwar.
32. Bhiwindi.
33. Matheran.
34. Devlali Bazar.
35. Devlali Camp.
36. Junagadh.
37. Porbandar.
38. Dhrangadra.
39. Limbdi.
40. Morvi.
41. Devlali.

## SCHEDULE B.

*List of important Sub-offices in the Bihar and Orissa Circle.*

Patna City.
Gulzarbagh.
Aurangabad.
Bhabua.
Nawada.
Sasaram.
Arrah Nawada.
Bhadrak.
Chakradharpur.
Jamshedpur.
Siwan.
Bettiah.
Jamalpur.
Jhaja.
Begusarai.
Jamui.
Deoghar.
Sakrigali.
Pakur.
Rajmahal.
Darbhanga.
Sitamarhi.
Hajipur.
Samastipur.
Giridih.
Koderma.
Ranchi Secretariat.
Raxaul.
Nepal.
Kishanganj.
Buxar.
Dumraon.
Katihar.
Forbesganj.
Bihar Sharif.
Barh.
Dinapore Cantonment.
Madhupur.

## SCHEDULE C.

*List of important Sub-offices in Bengal and Assam Circle.*

1. Asansol.
2. Raniganj.
3. Chandranagore.
4. Diamond Harbour.
5. Narayanganj.
6. Kishorganj.
7. Chandpore.
8. Katwa.
9. Kurseong.
10. Siliguri.
11. Kharagpur.
12. Contai.
13. Khagra.
14. Ranaghat.
15. Titagarh.
16. Bhola.
17. Jhalakati.
18. Patuakhali.
19. Munshiganj.
20. Manikganj.
21. Madaripur.
22. Jamalpur.
23. Netrakona.
24. Tangail.
25. Sherpur Town.
26. Bramhabaria.
27. Feni.
28. Arambagh.
29. Murshidabad.
30. Barnagore.
31. Kanchrapara.
32. Naihati.
33. Uluberia.
34. Lakhimpore North.
35. Sibsagar.
36. Sonamganj.
37. Magura.
38. Alambazar.
39. Baruipur.
40. Kalna.
41. Uttarpara.
42. Rishra.
43. Serajganj.
44. Ghoramara.
45. Gaibandha.
46. Saidpur.
47. Habiganj.
48. Karimganj.
49. Serampur.
50. Alipur Duar.
51. Bagerhat.
52. Satkhira.
53. Birhanpur.
54. Kandi.
55. Rampur Hat.
56. Santipur.
57. Kushtia.
58. Nawadip.
59. Dum Dum.
60. Palong.
61. Rajhari.
62. Naogaon.
63. Mahiganj.
64. Imphal.
65. Basirhat.
66. Pirojpur.
67. Muktagacha.
68. Agartala.
69. Golaghat.
70. Hoogly.
71. Fatikchari.
72. Gcalpara.
73. Barpeta.
74. Lumding.
75. Nazira.

## SCHEDULE D.

*Schedule showing the names of important Sub-offices in Burma Circle.*

### CLASS III.

1. Henzada.
2. Pyapaon.
3. Minbu.
4. Sagaing.
5. Thaton.
6. Tharrawaddy.
7. Thayetmyo.
8. Katha.
9. Myaungmya.
10. Myingyan.

## SCHEDULE E.

*Important sub-offices in the Madras Circle which are included in Class III.*

Oorgaum.
Conjeevarum.
Chidambaram.
Ellore.
Bezvada.
Dindigul.
Cannanore.
Tellicherry.
Palghat.
Bowringpet.
Ongole.
Kodaikanal.
Coonoor.
Coonoor R. S.
Tuticorin.
Alleppy.
Aska.
Vizinagram.
Rameswaram.
Waltair.
Waltair R. S.
Mercara.
Pudukottah.
Wellington.
Wellington Market.

## CHAPTER II.

### Clerical Grades up to Rs. 100.

This section of the establishment of the Post Office consists of about 17,300 men, and it comes next in importance numerically to the staff dealt with in the preceding chapter. From the financial point of view it is even more important inasmuch as any increase of pay that may be sanctioned for it will cost more money than the amount necessary to confer substantial benefits on the poorer paid servants, namely, postmen and menials. Much has been done for these men since 1914, the aggregate increases sanctioned having enhanced their emoluments between that year and 1920 by no less than 43 per cent, but substantial as this relief has been, it has not proved sufficient to mitigate the hardships caused by the phenomenal increase in the cost of living, which has hit this class harder than it has those of lower rank in society; they are compelled by custom to conform to a higher standard of living and when times are hard a clerk on Rs. 30 a month is relatively far worse off than a chaprasi on Rs. 12 or Rs. 15. The increase of pay last sanctioned for them was that of the scheme introduced with effect from the 1st of February 1920 which added Rs. 17,05,860 a year to the cost of the Department. The scheme failed to allay the agitation which when it was announced had been going on for about 18 months, and it failed mainly because it brought immediate aid to only a part of the staff—many were left out. What in the circumstances was wanted was universal relief, all were suffering equally, all asked for help, and a scheme which gave liberal increases to some and nothing to others probably served only to aggravate the position because of the envy it aroused among the less fortunate. It is for this reason we think that a time-scale which will benefit practically every individual is so universally demanded. The idea of a time-scale has gripped the imagination of the staff, and now amounts to an obsession; the entire establishment is united in asking for it, and we have been told over and over again by every Postal Association, every Postal Club, and every witness who has appeared before us that nothing but a time-scale will give satisfaction. The Department had realised as early as in February last that the scheme sanctioned with effect from the 1st of that month would not meet the needs of the case, and had come round to the view that a time-scale, which previously had been objected to mainly because of its great cost, must be introduced. In March 1920 the Director-General with the approval of the Government of India, outlined a scheme for the introduction of such a scale and issued it as a guide to Postmasters-General who were asked to frame proposals accordingly. We understand that Postmasters-General, with one exception, are in favour of the introduction of a time-scale of pay. The dissentient has stated his objections forcibly, and his remarks on the subject have been of much help to us in considering the relative merits of an improved graded scale and an adequate time-scale—a question of great importance which we felt bound to examine carefully notwithstanding the advance that has been made towards the acceptance of a time-scale; we did not look upon the question as one which had been finally decided and we had received no mandate from Government that a time-scale had been definitely accepted and must be proposed.

2. The generally accepted objection to a time-scale is that the tendency of heads of offices is, following the line of least resistance, to allow periodical increments almost as a matter of course, and that consequently the incentive to effort which exists in the case of a graded scale, where promotion from grade to grade has to be earned by good work, is absent. It may be that there is some force in this criticism, but whatever its defects may be, the time-scale has in recent years very largely displaced the graded scale, not only in superior services, such as the Indian Civil Service, Indian Police, Superior Engineering Establishments, Imperial and Provincial, etc., but also in the case of subordinate establishments, as for instance the clerical and subordinate account establishments of the Imperial Audit offices, the office establishments of the Government of India Secretariats, and the office establishments under several Local Governments. The truth is the graded system which is peculiar to India has been tried and found wanting and is doomed to extinction. However scientifically the grading may be arranged, blocks of promotion occur at intervals and nothing is more demoralising to a service or establishment than a condition of things which debars the staff from an equable flow of promotion. For promotion to be regular recruitment must be regular and the Post Office, owing to the fact that it is an ever-growing department liable to spasmodic increases

(additions to clerical staff were 163 in 1916, 1,691 in 1917, and 595 in 1918) is one in which recruiting is, and must always be extremely irregular, and to which the graded system is therefore peculiarly unsuitable. It is mainly because, on some of the cadres of the department, there has been long standing congestion that the staff are now so seriously discontented. There are hundreds of cases in which deserving men have had to serve from 8 to 10 or more years without having received a step of promotion, and cases have been brought to our notice of men highly thought of by their superiors who after 19 or 20 years' service in the department were, until the revision of February 1920, which benefited many, in receipt of only Rs. 50 a month. Of course it would be possible to so regulate additions to a graded scale as to maintain a prescribed proportion of appointments in the several grades, but the tendency would unfailingly be, under financial pressure, gradually to depart from the standard proportion and to add to numerical strength by overloading the lower grades. Moreover, it should be remembered that acting allowances, constant transfers and waste of power resulting from there being hundreds of men always on joining time and in transit from post to post are concomitants of the graded system, and their cost should be treated as part of the cost of a graded scale in making comparison with the cost of a time-scale. In 1918-19 the acting allowances paid to clerks in the Post Office cost Rs. 9,23,800, and there were 18,500 transfers entailing a travelling allowance bill of Rs. 1,26,000 and a waste of working power, caused by the absence of men on joining time, equal in the aggregate to that of about 600 clerks. With a time-scale there would be no acting allowances except to the very limited number officiating outside the scale in the few senior appointments of the establishment, and transfers would be far less frequent. It stands to reason therefore that the cost of a graded scale would exceed that of a time-scale on the same average pay, and that a time-scale by substantially reducing the number of men continually absent from work, would in effect produce a substantial addition to the working power of the establishment. It has further been objected to the time-scale that, at the inception of the scheme at any rate, it will involve very heavy expenditure if past service is allowed to count for increments on the new scale; that the bulk of this expenditure will be incurred on the grant of large increases to men of long service not far off retirement; that there are many good and deserving men who will reap no benefit whatever from the scheme; and that the discontent and unrest that now prevail in the Department are not likely to be allayed when the younger men come to realize that they are to get in some cases nothing and in other cases very little; while all the benefits go to those whose careers are practically behind them. This criticism is only partially true. Men who will benefit most will be the senior men, that is, those who have suffered most from retarded promotion. But it is an exaggeration to say that most of the beneficiaries will be men not far off retirement and that "all the benefits will go to those whose careers are behind them". An analysis of the Circle gradation lists shows that the proportion of men of from 1 to 10 years' service is 41 per cent. of from 11 to 20 years' service 38·3 per cent. and of over 20 years' service 20·7 per cent. These figures show that the number of men who are near retirement who will benefit from the scheme is comparatively small. Moreover in order to restrict the amount of increase to very senior men we have suggested a limiting maximum. The suggestion that a time-scale will be unacceptable to the younger men is not borne out by the evidence placed before us. The entire Department, young men and old, have combined in pressing for it and not in a single instance has it been stated in the immense mass of evidence, oral and written, which we have recorded that the younger men desire anything but such a scale as will secure their regular advancement.

3. Briefly stated the reasons for which we have decided to recommend the introduction of a time-scale are:—

(1) that it will remove blocks of promotion which are fatal to contented service, and will secure to all who work diligently regular increments of pay;

(2) that the entire Department are insistent in their demand for such a scale, have been led to expect it, and would have just cause of complaint if it were now not sanctioned;

(3) that a genuine grievance, namely, that promotion for field or other special service is made at the expense of men who have not the good fortune to be selected for such service, will be largely removed,

in that the reward in most of these cases will take the form of advance of personal pay not affecting others ;

(4) that a time-scale will cost less than a graded scale on equal average pay, will largely eliminate transfers which are beneficial neither to employer nor employed, conserve the working power which is dissipated in travelling, and preparing for travelling, and, incidentally, will substantially reduce office work of which that caused by acting promotions and reversions, and by transfers forms no small part.

4. Although the staff are of one mind in condemning the graded system and asking for the substitution for it of the time-scale system, there is much diversity of opinion among them as to what the particular scale or scales should be. In February 1920 shortly after the issue of the Director-General's circular No. 83, dated the 18th February 1920, the Honorary Secretary of the Bombay Presidency Postal Association submitted an appeal on behalf of postal clerks in Bombay in which he asked that they should be placed on a time-scale of pay rising from Rs. 50 to Rs. 130 in the nineteenth year of service. The clerks of the Bombay Post Office had themselves, in a memorial submitted a month earlier, asked for a scale rising from Rs. 50 to Rs. 150 in thirty years. A few weeks before this the clerks of the Calcutta General Post Office had petitioned asking for a scale of Rs. 50 rising to Rs. 100 in ten years. The original plea from Bihar and Orissa was for a time-scale of Rs. 50 to Rs. 130 in some cases, and from Rs. 50 to Rs. 150 in others. Similarly some of the memorialists from the Punjab and North-West Frontier Circle asked for Rs. 40—4—100 and others for Rs. 50—5—130. The bolder spirits of Madras asked for Rs. 50—5—100—10—200 in twenty years. In the comparatively short time which has elapsed since these requests were being put forward the tendency of the staff and their representatives has been to improve upon their original ideas of the value of their services. The Bombay Presidency Postal Association now propose Rs. 60—5—100—10—200 with local allowances of Rs. 30 a month in Bombay, Rs. 25 in Karachi, and Rs. 20 in several other towns, and a witness from Calcutta suggests three scales, namely, (1) for graduates Rs. 75—450 (2) for men who have matriculated Rs. 55—310 and (3) for others Rs. 40—220. But the remaining Circles generally suggest as suitable Rs. 50—5—100—10—200. The rapid expansion of ideas which these increasing demands divulge is remarkable. Taking as an example the case of the Bombay Presidency Postal Association, it will be seen that in the short space of a little more than two months, during which, by the way, economic conditions had not altered for the worse, this institution discards an appeal for an increase of 45 per cent. on present pay and allowances, which was to have earned " the heartiest gratitude of a vast number of postal clerks all over India in general and the Bombay postal clerks in particular " in favour of a demand for an increase of 146 per cent. on present pay and allowances. The pay and local allowance now proposed by the Association for Bombay are more than three times as much as was the average pay of the staff so recently as in 1918.

5. Postmasters-General have proposed a variety of scales, the United Provinces, Bihar and Orissa, and Central Circles favouring one scale for the whole of the Circle, and the rest two scales, one for the principal town or towns, and another for the rest of the Circle. The proposals are as set out below, the period of rise from minimum to maximum being, in every case except Bengal, one of 20 years :—

| | Rs. | | Rs. | |
|---|---|---|---|---|
| BENGAL AND ASSAM — | | | | |
| For Calcutta, Alipore and Howrah .. .. | 50 | rising to | 150 | in 25 years. |
| Rest of the Circle .. .. .. .. | 40 | „ | 120 | |
| BIHAR AND ORISSA — | | | | |
| For the whole of the Circle .. .. .. | 40 | „ | 100 | |
| BOMBAY — | | | | |
| For Bombay City, Karachi, Aden, and the Persian Gulf | 60 | „ | 130 | |
| For Sind, excluding Karachi .. .. .. | 50 | „ | 120 | |
| For rest of the Circle .. .. .. .. | 40 | „ | 120 | |
| BURMA — | | | | |
| For Rangoon .. .. .. .. .. | 50 | „ | 120 | |
| For rest of the Circle including Burma Railway Mail Service Division .. .. .. .. | 45 | „ | 120 | |

| | | | |
|---|---|---|---|
| CENTRAL — | | | |
| For the whole of the Circle .. .. .. | 40 | rising to | 100 |
| MADRAS — | | | |
| For Madras City .. .. .. .. | 45 | „ | 120 |
| For rest of the Circle .. .. .. .. | 40 | „ | 100 |
| PUNJAB — | | | |
| For Lahore and Delhi .. .. .. .. | 45 | „ | 120 |
| For rest of the Circle .. .. .. .. | 40 | „ | 100 |
| UNITED PROVINCES | | | |
| For the whole of the Circle .. .. .. | 35 | „ | 100 |

6. We propose four different scales of pay :—

| | Rs. |
|---|---|
| (1) For Bombay, Aden, Rangoon and their town offices, also offices in the Persian Gulf .. .. | 50—50—60—3—105—5—140 |
| *Efficiency bars at 81 and 105 stages.* | |
| (2) For Calcutta, Alipore, and Howrah, Madras, Karachi, Lahore, Delhi and their town offices, also all offices in Baluchistan .. .. .. | 45—45—50—3—65—4—105—5—140. |
| *Efficiency bars at 73 and 105 stages.* | |
| (3) For 1st class head offices (including their town offices) other than those included in the above, all offices in Burma other than Rangoon and its town sub-offices, for all offices in Sind other than Karachi and its town offices .. .. .. .. | 40—40—45—3—54—4—130 |
| *Efficiency bars at 70 and 102 stages.* | |
| (4) For 2nd class head offices, their town offices, and all sub-offices other than those which fall under one or other of the above categories .. .. .. | 35—35—40—3—64—4—120 |
| *Efficiency bars at 61 and 92 stages.* | |

*Note.*— In each case the scale proposed for a head office applies equally to its town sub-offices.

7. Bombay and Rangoon have been placed in a class by themselves, Bombay because the cost of living there is probably higher than anywhere else in India, and because recruitment has been found so difficult that a large number of temporary appointments are vacant, and Rangoon because the office there is manned for the most part by men from Southern India to attract and retain whom the scale of pay should be rather better than that obtaining in Madras. Aden and the Persian Gulf must be classed with Bombay because the men employed there are as a rule obtained from Bombay. The Postmaster-General, Bombay, proposed to class Karachi with Bombay but we are unable to agree as that town is a cheaper place to live in than Bombay, and we do not think that there is any necessity to allow clerks there a higher scale of pay than that which we propose for Calcutta and Madras. We have placed Lahore in this class because we have ascertained that Rs. 45 is the minimum pay which Mr. Hallifax, Reforms Commissioner, Punjab, is proposing for clerks stationed there, and Delhi we think cannot be placed in a lower class. In Baluchistan the present scale is better by Rs. 20 in each grade than the scale in force in the rest of the Circle. The Postmaster-General proposed to continue to classify Baluchistan with other parts of his Circle and to allow to clerks stationed there a local allowance of Rs. 20 which would, for present incumbents, be treated as pay for purposes of pension. In our opinion it will be simpler to allow for Baluchistan a scale of pay in keeping with that which clerks there now receive as pay rather than to have complications of pay and local allowance counting for pension for those now on the establishment and not so counting for future entrants. We have put 1st class Head offices on a rather higher scale of pay than other offices in the same Circle for the reasons that these offices are all in large towns where the cost of living is comparatively high, and that the work in them is usually more arduous and more difficult than in the smaller offices; men of a higher order of intelligence are wanted for them than for the smaller offices, and it is hoped that the more favourable scale of pay will attract such men. Burma and Sind are placed in this class because the cost of living in these areas is high, and clerks cannot be got to serve in them for pay which is sufficient for the mofussil elsewhere in India.

8. We have in each case considered carefully the scale of pay which should be allowed having regard to present pay and allowances, to pay recently sanctioned for other services and Departments, to rates of pay given to clerks in Banks and in merchants' offices, to recommendations of Postmasters-General, and to representations made to, and evidence recorded by us. The minima we propose vary from Rs. 35 for the mofussil generally to Rs. 50 for Bombay, Rangoon, Aden and the Persian Gulf, and the maxima from Rs. 120 to Rs. 140. Approximately two-thirds of the staff (roughly 11,000 out of 17,000) will be graded in the class which begins on Rs. 35 and ends at Rs. 120. The minima sanctioned in January 1920 for the offices of Provincial Accountants-General are Rs. 40 generally, Rs. 44 in Calcutta, Rs. 50 in Bombay and Rs. 60 (*i.e.*, Rs. 40 *plus* Rs. 20 local allowance) in Rangoon. The maximum is Rs. 150 in all cases. Though we propose a lower maximum our scales are more favourable in that the time to be served to obtain the maximum is shorter. Unfortunately we have little or no information as to what Local Governments have sanctioned for their clerks. The point however is not of very great importance as the pay of clerks of the Post Office must of necessity be fixed with reference to what they are now drawing. For example the minimum we propose for the Madras mofussil is Rs. 35 and we cannot see how with a present minimum of Rs. 30 *plus* Rs. 4 war allowance, the Government of India could sanction less even though the Government of Madras may, accepting the recommendation of their Salaries Committee, fix the minimum for clerks on Provincial establishments in the Madras Mofussal at Rs. 30. Moreover conditions of service of postal clerks differ very much from those of the ordinary clerk in a Government office ; their hours of work are longer, and much more irregular, beginning in some cases at 5 A.M. and ending as late as 10 P.M., they get no holidays to speak of, and they have considerable pecuniary responsibilities. In confirmation of this view we quote the following from the minutes of a meeting recently convened at Simla to discuss certain matters connected with the pay of clerical and menial establishments :—

"*On the other hand in the Postal Department the clerical service is unpopular and its duties are harder than those of ordinary clerical establishments.*"

The officers present at the meeting were: Mr. D. Dewar, I.C.S., Comptroller and Auditor General ; Mr. C. J. Hallifax, I.C.S., Reforms Commissioner, Punjab; Mr. B. N. Mitra, Financial Adviser; Colonel Baker, Military Accountant-General ; Mr. Patch, Accountant General Punjab ; Mr. Gibson, I.C.S., Financial Secretary to the Government of the Punjab ; Mr. Hutchinson, I.C.S., Postmaster-General, Punjab; Mr. Goyder, Chief Auditor, North-Western Railway, and Mr. Smart, Deputy Accountant-General, Railways. From information obtained from Chambers of Commerce we find that the pay given in Bombay by Banks and merchants' offices to their clerks, on first appointment, is generally Rs. 50 or rather more, in Calcutta Rs. 30, and in Rangoon some offices start their clerks on Rs. 35 but most pay Rs. 50 and some as much as Rs. 70. Comparison of the case of Banks, etc., with Government offices is however vitiated on the one hand by the annual bonus and other benefits which Banks do, and Government do not, grant and on the other by certain advantages of Government service, security of tenure for example. While we have not been able to see our way to conceding all that the clerks and their representatives have asked for we have been impressed by the evidence produced in order to show that the scale of pay even as recently improved is, under present conditions, inadequate and we think that it will be admitted that we have dealt with the matter in a liberal spirit. The average pay of clerks in grades up to Rs. 100 was Rs. 40·1 in 1914 and between that year and 1919 improvements were effected which raised the average to Rs. 43·2 and a war allowance averaging Rs. 5 per man was sanctioned. In February 1920 a general revision was sanctioned which enhanced the average remuneration, pay *plus* war allowance, to Rs. 57·7. In the aggregate these concessions amount to the substantial increase since 1914 of 43 per cent. The scales which we now propose raise the average to Rs. 75·5 which means an increase on present pay and allowances of 31 per cent. and on pre-war pay of 88 per cent. If to the direct benefit conferred by the substitution of the proposed time-scales for grades up to Rs. 100 is added the indirect but substantial benefit which accrues from the revision proposed further on in this report of the higher or "selection" grades it is not by any means an exaggeration to say that if our proposals are accepted, the clerks of the Department will have gained as compared with 1914 to the extent of 100 per cent. if not more.

9. An important feature of our proposals is the abolition of probationers as a separate class. It has been represented to us that men sufficiently well educated to make good clerks are not now being attracted to the Post Office, and this is borne out by an examination of the gradation lists in the lower and probationary grades. For example, in Bombay out of 247 probationers and clerks appointed since October 1915 there are only two who have passed a University Entrance Examination, the rest being "7th Standard". This is a serious matter for there is probably no other Department in which efficiency depends so much upon the work, mostly unsupervised, of the clerk and the main cause of it is that the Department requires men entering it to join as unpaid probationers or candidates, and following this to serve for an indefinite period on a pittance. The outturn of work of most men recruited under such conditions is necessarily poor and this must be partly responsible for the growing demands for revision of the time test and more men. The mischief does not end here for the errors and omissions for which men so recruited are responsible irritate the public, cause reports and complaints, and thus add materially to the work and number of correspondence clerks. In the Lahore Post Office, for example, there are in the correspondence section no less than 21 men no small share of whose work is to deal with letters which would not have been written had the work in the delivery, and despatch, registration, savings bank, money order, etc., branches been better done. This is only typical of what is happening in most places. Conditions of work in the Post Office, long and irregular hours, night work, practically no holidays, are in themselves sufficient to cause the Department to be unattractive to the candidate for employment, but when to this is added a long term of probation on little or no pay, there is no cause for surprise when men who can find any other work say "no, thank you" to the Postal recruiting officer. We propose to abolish the probationer grade, as such, and to substitute for it on the time-scale an initial pay, to be drawn for two years, which may be regarded as the period of probation, before admission to the pay which otherwise we would have proposed as the minimum, that is to say, taking Bombay as an example, Rs. 60 is the minimum we would have proposed for the time-scale had the probationer grades been retained, but we have proposed Rs. 50 to be drawn for the two years during which a new entrant may be regarded as in training. We fully realize that the abolition of probationers as a separate grade, length of service in which is indeterminate, will add very materially to the cost of the Department especially if, as we suggest elsewhere, the leave and training reserve be substantially increased, and we have therefore carefully considered the alternative of retaining the present system unmodified except to the extent of a small increase of pay for probationers. We feel, however, that this would be a mistake not only from the point of view of efficiency but even that of true economy. There is no doubt that generally speaking the class of men a Department secures depends upon the initial pay it offers and that it will pay the Post Office to spend the money required to attract recruits of a class that will make good clerks. At present it would appear to be only able to get men who cannot find work elsewhere and such men are dear at any price.

10. The scales of pay proposed by us provide that the maximum pay shall be reached in the 25th year of service whereas under the scales proposed by Postmasters-General it would be reached in the 21st year. Very large numbers will complete their 20th year of service and comparatively few of these can be promoted to grades outside the time-scale, the appointments in such grades necessarily being small in proportion to the number on the time-scale. It is necessary therefore to avoid packing the establishment with hundreds of men, so early as in the 21st year of their service, who have no further advancement to look forward to, and this will be largely effected by our proposal to prolong to the 25th year of service the period in which the maximum pay of the time-scale will be reached. An examination of the latest gradation lists shows that whereas there were on the establishment on the 1st of May 1920, 3,100 men of over twenty years' service, there were only 1719 of over twenty-four years' service.

11. We propose that efficiency bars be placed at the 10th and 18th years of service and that the tests to be applied in allowing further increments should be for the first bar, that the candidate for promotion has shown his fitness for work in all branches in which he has been employed, and for the second bar, that the candidate is considered by the head of his office to be fit to hold charge of a section of a head office, or of a sub-office with three or more clerks. In fixing the initial

pay on the time-scale of present incumbents in accord with the rule proposed in paragraph 5 of Chapter I of this report these conditions should be applied. Moreover, it should not be forgotten that there is in the Department a number of clerks——men promoted from the grade of postmen and others—who are not worth even so much pay as that of the stage at which the first efficiency bar stops promotion, and it will be necessary that in the case of such men Postmasters-General should decide, according to the merits of each case, up to what stage promotion is to be allowed.

12. Our proposals postulate a self-contained cadre for men on the time-scale for each of the areas specified. Otherwise they would be unworkable. The position at present is that Bombay, Karachi, Calcutta, Madras, Rangoon, Lahore and Delhi have self-contained cadres in respect of all appointments up to Rs. 100, that other 1st class head offices have a self-contained cadre in respect of appointments up to Rs. 50 in some cases and Rs. 60 in others ; and that 2nd class head offices and all other offices directly under the Superintendent of Post Offices have Superintendent's or Divisional cadres up to Rs. 50 and in some cases Rs. 60. What we contemplate is that *in respect of all appointments on the time-scale* the cadre shall be a station cadre under the Postmaster, for all 1st class head offices, and a divisional cadre under the Superintendent for all other offices. It was a defect of the system of graded scales that except in the very large offices, such as those of Calcutta and Bombay separate or localized scales were not possible as the number of appointments of each grade was too small for a separate self-contained cadre. Consequently the senior appointments, namely, some of those on pay exceeding Rs. 50 and Rs. 60 and all on pay exceeding Rs. 100 had to be grouped as for a Circle scale with the result that in order to obtain promotion in their turn men had to be transferred from place to place in the Circle. With a time-scale this ceases to be necessary and it is possible to extend localization as we propose, a very desirable reform in the interests both of the Department and of the staff. We have considered the question whether localization to the extent we suggest is impracticable owing to seasonal fluctuations of work in different offices, have obtained information on the subject from Postmasters-General, and have satisfied ourselves that the fact that in some few offices there are seasonal fluctuations does not constitute any impediment to the localization proposed. Extra clerks required in certain offices are either found by the employment of temporary establishment or obtained on loan from other offices where at that time work is known to be slack. The men so borrowed continue to be borne on the establishment from which they are taken and in neither case, that is whether extra clerks are temporarily engaged locally or obtained by transfer from elsewhere, is there anything which affects the proposed localization.

13. It is desirable in the Post Office, as in other services, that among the clerks there should be a leavening of men of superior educational qualifications. Under the graded system such men could be, and were, brought in by direct appointment to grades above the lowest, and it is necessary that in order to permit of their continued recruitment the rules should provide that they may be appointed on the time-scale system at a stage above the minimum. We recommend that for men who have passed the Intermediate Examination and graduates of a University, the starting pay on the time-scale shall be that admissible from the beginning of the 3rd and 5th years of service respectively; the superior educational qualifications attained merit the anticipation of increments to the extent of the longer time spent in School or College.

14. The question of a leave reserve is one of very great importance. The only recognized reserve at present is one of 1,913 men employed as probationers which is equal to about 12 per cent. of the strength of the establishment. This is palpably insufficient, as the reserve required to provide men for privilege and casual leave vacancies alone is one of 14 per cent., and allowing for medical and other leave, a reserve of 20 per cent. (or, on present strength, of 3,245) would be none too much. We recommend that this should be sanctioned and have in the statement in paragraph 27 added to the numbers in each of the time-scales a proportion of the reserve of 3,245 men. This represents an increase of 1,332 men at a cost of about Rs. 12,00,000 per annum. We recognize that this is a large addition to the cost of the Department, but in our opinion it is fully justified in that it is necessary in order to admit of the removal of one of the most serious of the grievances of the staff, namely, that on account of shortage of establishment, they are

not able to get the privilege leave to which they are entitled and the casual leave of 20 days per annum which has been sanctioned for them by way of compensation for deprivation of holidays. Almost without exception the witnesses we have examined have stated that they find it useless to apply for leave as it is invariably refused, that as a rule they can obtain sanction only when they can produce a medical certificate, and that even then the period of absence allowed is short of that which is asked for and is admissible under rule. We need hardly say that it is incumbent on the Department to incur the expenditure, however heavy it may be, which is necessary in order to ensure that the staff shall be able to obtain when they ask for it the moderate amount of leave of absence which the Government has sanctioned in the interests of the service as much as in the interests, and for the benefit of the staff. Nothing can be worse for a service than that it should consist of a jaded staff and there is no service in which recreation and rest are more essential than the Post Office with its long hours of work and monotonous round of duties unrelieved by the periodical holiday which is so great a boon to other services. A further and an equally strong reason for the formation of an adequate reserve is that it is necessary in the interests of efficiency, it is essential as being the only means of providing the Department with a supply of trained clerks for the replacement of absentees. An outsider with no knowledge of the work of the Department is almost useless in any Post Office and quite useless in a small one. In a large office he may be employed as an assistant or under-study but in a small office there is no such place for him, and the Department after all is made up principally of thousands of small offices.

15. Although Rs. 12,00,000 is the cost, in round figures, of adding 1,332 men to the strength of the Department the actual increase of expenditure resulting from the addition to the reserve will be much less, inasmuch as with an adequate reserve the Department will do without outsiders appointed to officiate in leave vacancies, such appointments not being permissible on an establishment provided with a leave reserve. It has been ascertained that the acting allowances at present paid, which will be a set off against the proposed expenditure, amount to about Rs. 6,00,000 a year. The proposed reserve however does not provide for men on deputation—on field service for example—and the appointments of outsiders in vacancies due to this cause will continue to be necessary ; such appointments are comparatively few and far between.

16. As to retrospective effect and the benefit of counting past service, we recommend that the concessions should be those proposed in paragraphs 7 and 5 of Chapter 1. The revision of establishment sanctioned on our report should be introduced with effect from the 1st December 1919 and the rule as to past service counting for increments on the time-scale should be that clerks appointed to that scale should be permitted to count for increments all permanent service that is to say service from the date of admittance to the Department substantively as paid probationer, and that the initial pay on the time-scale should be that which is admissible under this rule, subject to a limiting maximum increase of 50 per cent. on the pay and war allowance which each individual is in receipt of on the date of the orders issued by Government on these proposals. It is, however, necessary here to make further provision which was not wanted in the case of the staff dealt with in Chapter 1. The case specially to be provided for is that of graduates and others who on account of special qualifications entered the Department in grades above the lowest. We recommend that for this class the rule for determining initial pay on the time-scale should be that such pay should be the pay on which in each case the man was appointed *plus* an increment for every year of service, from the stage nearest the pay on which he was appointed on the time-scale in which he is absorbed. We also propose that when pay calculated under these rules falls between two stages on the progressive scale the pay admissible should be that of the next higher stage. The following examples indicate how according to our ntention the proposed rules should be applied : —

*Example* 1.—A in the grade of Rs. 70 has on the 1st December 1919 completed 16 years of service since he was confirmed as paid probationer. He is acting in the grade of Rs. 80 and is in receipt of Rs. 10 as acting allowance. He is at a place where the scale Rs. 40—40— 45—3—54—4—130 is applicable. His pay on transfer to the time scale will be Rs. 98.

*Example 2.*—B in the grade of Rs. 50 (*plus* 5 war allowance) is in the 19th year of his service on the 1st December 1919 counting from the date of confirmation as a paid probationer and is to be absorbed in the grade Rs. 35—35—40—3—64—4—120. Here the 50 per cent. limiting rules applies and B is entitled on the time scale to Rs. (50+5)+½(55) =82½. But as Rs. 82-8-0 is not a stage of the scale his pay should be fixed at the next higher stage *viz.*, Rs. 84.

*Example 3.*—C a graduate was taken into the Department on Rs. 60 and is now in recept of Rs. 80 *plus* a war allowance of Rs. 4. He has eighteen years' permanent service on the 1st December 1919 and is at a place where the scale Rs. 45—45—50—3—65—4—105—5—140 is applicable. The nearest stage to Rs. 60 in the new time-scale is Rs. 59 and the addition of eighteen increments for his permanent service entitles him to Rs. 135. But here the 50 per cent. limiting rule applies and C is entitled to Rs. (80+4)+½ (84)=126, which, however, not being a stage of the proposed scale, his pay should be fixed at the next higher stage, *viz.*, Rs. 130.

### Appointments above Rs. 100.

17. In the circular letter which the Director-General of Post Offices wrote in March 1920 to Postmasters-General, asking them to frame proposals for the introduction of time-scales of pay for the lower grades of clerks, he stated that it was also intended to increase the number of appointments in the grades above Rs. 100, and directed that the proposals of the Postmasters-General should cover both classes. The proposals of Postmasters-General regarding the upper grades are as stated below :—

#### Central Circle.

| *Present.* | | *Proposed.* | |
|---|---|---|---|
| | Rs. | | Rs. |
| 11 on .. .. .. | 100—150 | 32 on .. .. .. | 100—150 |
| 6 on .. .. .. | 150—200 | 21 on .. .. .. | 150—200 |
| 2 on .. .. .. | 200—300 | 11 on .. .. .. | 200—300 |
| 19 | | 64 | |

#### Bihar and Orissa Circle.

| *Present.* | | *Proposed.* | |
|---|---|---|---|
| | Rs. | | Rs. |
| 6 on .. .. .. | 100—150 | 25 on .. .. .. | 100—150 |
| 5 on .. .. .. | 150—200 | 24 on .. .. .. | 150—200 |
| 5 on .. .. .. | 200—300 | 20 on .. .. .. | 200—300 |
| | | 7 on .. .. .. | 300—400 |
| 16 | | 76 | |

#### Burma Circle.

| *Present.* | | *Proposed.* | |
|---|---|---|---|
| | Rs. | | Rs. |
| 25 on .. .. .. | 100—150 | 29 on .. .. .. | 100—150 |
| 10 on .. .. .. | 150—200 | 20 on .. .. .. | 150—200 |
| 7 on .. .. .. | 200—300 | 14 on .. .. .. | 200—300 |
| 42 | | 63 | |

#### United Provinces Circle.

| *Present.* | | *Proposed.* | |
|---|---|---|---|
| | Rs. | | Rs. |
| 15 on .. .. .. | 100—150 | 28 on .. .. .. | 100—150 |
| 9 on .. .. .. | 150—200 | 27 on .. .. .. | 150 -200 |
| 7 on .. .. .. | 200—300 | 18 on .. .. .. | 200—300 |
| 31 | | 73 | |

MADRAS CIRCLE.

| *Present.* | | *Proposed.* | |
|---|---|---|---|
| | Rs. | | Rs. |
| 22 on .. .. | .. 100—150 | 45 on .. .. | .. 100—150 |
| 20 on .. .. | .. 150—200 | 28 on .. .. | .. 150—200 |
| 6 on .. .. | .. 200—300 | 11 on .. .. | .. 200—300 |
| 48 | | 84 | |

BENGAL AND ASSAM CIRCLE.

| *Present.* | | *Proposed.* | |
|---|---|---|---|
| | Rs. | | Rs. |
| 43 on .. .. | .. 100—150 | 78 on .. .. | .. 100—150 |
| 24 on .. .. | .. 150—200 | 47 on .. .. | .. 150—200 |
| 13 on .. .. | .. 200—300 | 36 on .. .. | .. 200—300 |
| 80 | | 161 | |

BOMBAY CIRCLE.

| | | | |
|---|---|---|---|
| 1 on .. .. | .. 120 | | |
| 35 on .. .. | .. 100—150 | 82 on .. .. | .. 100—150 |
| 24 on .. .. | .. 150—200 | 46 on .. .. | .. 150—200 |
| 11 on .. .. | .. 200—300 | 28 on .. .. | .. 200—300 |
| 71 | | 156 | |

PUNJAB AND NORTH-WEST FRONTIER CIRCLE.

| *Present.* | | *Proposed.* | |
|---|---|---|---|
| | Rs. | | Rs. |
| 18 on .. .. | .. 100—150 | 29 on .. .. | .. 100—150 |
| 15 on .. .. | .. 150—200 | 18 on .. .. | .. 150—200 |
| 11 on .. .. | .. 200—300 | 15 on .. .. | .. 200—300 |
| 44 | | 62 | |

These proposals suggest widely differing ideas and a complete absence of uniformity of principle. They obviously could not be accepted without modification because they in some cases (notably in that of Bihar and Orissa) involve expenditure which is far beyond anything that the circumstances demand and also because they would result in inequalities which could not be justified. Further the scales of pay proposed do not provide for the discontinuance simultaneously with the introduction of the scheme of revision, of war allowance which should we think be a feature of all revisions of establishment.

18. Ordinarily it is the case that the number of appointments in the top grades of a service is fixed with reference to the actual number of superior charges for which such appointments are required. For example the number of Commissioners in a Province is determined by the number of Revenue Divisions, the number of Deputy Commissioners by the number of Revenue Districts, and so on. To take another case, the number of Superintendents in an office establishment is determined by the number of sections or branches into which the establishment is divided and for which a supervisor is required. In the Post Office, however, it would seem that this principle is absent, at any rate there is no evidence of it in the organisation of the subordinate establishments of the Department as it stands. Hitherto it would appear that when any increase has been made in recent years at any rate, to these grades, this has been done in order to maintain an existing proportion of the supervisory to the lower grades, the reason for the proposed addition being said to be "to provide a uniform flow of promotion to the higher grades". In our opinion the number of appointments in the higher grades of the subordinate Postal Service should be determined solely with reference to the number of charges as are such as reasonably should carry a pay above the time-scale of pay recommended for the ordinary clerical work of the post offices. Having considered each class of appointment separately we recommend

that the appointments which should be classified as supervisory or otherwise important, and be graded above the time-scale are all Head Postmasters, Deputy and Assistant Postmasters, Head Clerks of Branches and Senior Accountants in Presidency offices, and Sub-Postmasters in charge of offices in which five or more clerks are employed or in which monetary transactions are exceptionally heavy. The appointments of most importance in these classes are those which are at present placed in the Rs. 200—300 grade. We find on examining the list of the 62 appointments which are at present classified in this grade, and comparing those appointments with others which are not so classified, that there are 44 appointments which are in every way quite as important as many of those placed in the higher grade. Consequently we propose to increase the number in the Rs. 200—300 (proposed Rs. 250—350 grade) from 62 to 106. Similarly the numbers in the two lower grades have been increased for the reason that there are large numbers of appointments not included in the upper grades which are quite as important as several of those which are included. A list (Schedule A) is appended of the 814 charges for which appointments on pay exceeding the maximum of the time-scales should in our opinion be sanctioned. The minimum proposed for these grades is placed at Rs. 145 for the reason that Rs. 140 is the maximum proposed for the most highly graded of the time-scales. Appointments which are filled by selection should, and ordinarily do, commence at a minimum which is slightly higher than the maximum of the class below. The three grades on Rs. 250—20—350, 175—10—225 and 145—5—170 take the place of the three existing grades on Rs. 200—300, 150—200 and 100—150 the increase in the case of each of the three, taking into account war allowance which will be discontinued, is one of 13·2 per cent., 8·3 per cent. and 15·2 per cent. In common with all employees of the Post Office men in these grades should get some increase of pay and cease to draw war allowance. The increase proposed will, we feel sure, be regarded as moderate. We propose to grade the 814 appointments as follows :—

| | Rs. |
|---|---|
| 106 on .. .. .. .. .. .. | 250—20—350 |
| 268 on .. .. .. .. .. .. | 175—10—225 |
| 440 on .. .. .. .. .. .. | 145— 5—170 |

INSPECTORS AND SUPERINTENDENTS' HEAD CLERKS.

19. A class of official which is graded separately from the ordinary clerical establishment is that of Inspectors and Head Clerks of offices of Superintendents of Post Offices. The two form one cadre, the present strength of which is 447 appointments divided into grades as follows :—

| | Rs. |
|---|---|
| 88 on .. .. .. .. .. .. | 60 |
| 149 on .. .. .. .. .. .. | 80 |
| 140 on .. .. .. .. .. .. | 100 |
| 70 on .. .. .. .. .. .. | 100—150 |

20. The claims made by or on behalf of these men have, as have those made by or for the clerical staff, advanced rapidly during the past few months. In a memorial submitted in February 1920 the scale of pay asked for was one of three grades on fixed pays of Rs. 100, 150 and Rs. 200. Subsequent prayers have been—

(1) in April 1920, for Rs. 100 rising by an annual increment of Rs. 10 to Rs. 250,

(2) in May 1920, for Rs. 100 rising by an annual increment of Rs. 10 to Rs. 300, and

(3) in June 1920, for Rs. 200 rising by an annual increment of Rs. 10 to Rs. 300.

21. Both classes of official ask that they should be designated Assistant Superintendents. We agree that, like all other subordinates of the Post Office, Inspectors and Head Clerks of Superintendents' offices have some claim to an increase of pay, but we do not think that either present economic conditions or the duties and

responsibilities of these officials warrant anything like so large an increase as has been asked for. Having considered all that has been said and written on the subject, we recommend that the pay of both Inspectors and Head Clerks be fixed at Rs. 100 rising by an annual increment of Rs. 5 to Rs. 175. The present average of pay *plus* war allowance is 95·7 and the ave age pay proposed is 141·7 so that our proposal will give an increase of Rs. 46 or 48 per cent. As regards the superior designation asked for we are strongly of opinion that it should not be allowed. The existing titles "Inspector" and "Head Clerk" are exactly descriptive of the functions of these officials, and it is not desirable that they should be given a title calculated to mislead the public and to be otherwise mischievous.

22. As regards initial pay of present incumbents on the proposed progressive scale the minimum pay admissible will of course be the minimum of the proposed grade, namely, Rs. 100. Apart from this, however, the men will claim as regards counting past service the full benefit recommended for men who are absorbed on the general time-scales suggested in paragraph 16. We would not accept the claim in its entirety as the cases differ in that on the scale Rs. 100—175 the maximum is reached in a shorter period than on the time-scales, and the case will we think be met if on the introduction of the new rates of pay Head Clerks and Inspectors then on the establishment are allowed the benefit of one increment for every two years of service, substantive or acting, as Head Clerk or Inspector or both. An exception may be made to this in the case of Head Clerks and Inspectors in Burma (there are only 21 in all), where the present minimum pay of the class is Rs. 100, who may be allowed the benefit of one increment for every completed year of service, substantive or acting, as head clerk or Inspector or both.

23. We also think that the time has come at which some improvement should be effected in respect of the travelling allowance of Inspectors. Under present rules these officers are allowed intermediate or second class accommodation according as their pay does or does not exceed Rs. 100 a month, *plus* a servant's fare if actually paid (Article 1072, Civil Service Regulations). They are not allowed in addition to either a Railway pass or a single fare, the usual extra fare granted to servants of Government for incidental expenses, nor are they permitted in the case of journeys by road to exchange daily allowance for mileage. Their daily allowance whether travelling by rail or road is Rs. 2 a day. The proposed increase of pay will of itself entitle them to 2nd class accommodation for journeys by rail. We propose no further change in respect of travelling allowance other than that the daily allowance be increased from Rs. 2 to Rs. 3. With the rise in the cost of transport, that is cooly wages, tonga and cart hire, and of other expenses incidental to travelling, it is improbable that Rs. 3 a day represents now a higher remuneration than Rs. 2 did formerly, and in our opinion it is very undesirable that the travelling allowance should remain at such a figure as is likely to induce Inspectors to shirk touring, halt for longer periods than is necessary, and adopt other devices in order to save themselves from pecuniary loss. Any concession in respect of travelling allowance that may be sanctioned will of course not have retrospective effect.

24. The following shows in tabular form the financial effect of the revision of pay of Inspectors and Head Clerks of offices of Superintendents :—

| Present. | | | | Proposed. | | | | |
|---|---|---|---|---|---|---|---|---|
| No. | Pay. | W. A. | Total. | No. | —— | Scale. | Average. | Total. |
| | Rs. | Rs. | Rs. | | | Rs. | Rs. | Rs. |
| 88 | 60 | 6 | 5,808 | | | | | |
| 149 | 80 | 4 | 12,516 | | | | | |
| 140 | 100 | 5 | 14,700 | 121 | Head Clerks .. | 100—175 | 143¾ | 17,394 |
| 70 | 100—150 | 7 | 9,823 | 326 | Inspectors .. | 100—175 | 141¾ | 46,183 |
| 447 | .. | .. | 42,847 | 447 | .... | .. | .. | 63,577 |

## Local Allowances.

25. Postmasters-General are not agreed regarding local allowances; their proposals are not based upon any uniform or well defined principle and consequently show much divergence. Some are in favour of multiplying this form of remuneration, while others would resort to it very charily, and the proposals made do not appear in most cases to be the outcome of very careful consideration, some are vague and incomplete and others are manifestly defective. We feel that in considering our proposals the Government of India would like to know the views of Heads of Circles and these therefore are briefly stated below :—

(*a*) The Postmaster-General, Central Circle, suggests a local allowance of Rs. 5 for clerks stationed in the Berar districts and Nagpur head office and its town sub-offices.

(*b*) The Postmaster-General, Bombay, has selected 136 places at which he would grant allowances of in some cases Rs. 15, in others Rs. 10, and in others Rs. 5, and these would be "compensatory in respect of pay" and would not displace "special allowances like the bad climate and water allowances now given at certain places according to the orders of the Local Government".

(*c*) The Postmaster-General, Bengal, makes no proposal but merely dismisses the subject with the general remark that there are of course places outside "Calcutta such as Darjeeling, Shillong, certain districts in Assam and special localities such as Alipur Duar, Aijal, Manipur, etc., where the cost of living is higher than in other places in Bengal and Assam and a local allowance of 25 per cent. of the pay will be granted for these places".

(*d*) The Postmaster-General, United Provinces, would grant local allowances to all clerks and postmasters employed in the hills at an elevation of over 2,500 feet, amount of allowances ranging from a minimum of Rs. 10 a month to a maximum of Rs. 25 a month and varying (1) with pay and (2) with distance of place from railway.

(*e*) The proposals of the Postmaster-General, Punjab, stated in his own words are :—

"With regard to the question of granting local allowances in specially expensive places I consider that it is necessary in the towns and localities specified in the margin and at the rates noted against each. This principle is already recognised in Simla, the North-West Frontier and hill stations generally, but opportunity is now taken to extend it to the Colony areas where the position is if anything more acute owing to the high wages commanded by unskilled labour. The case of Baluchistan is unique as the present rate of pay is Rs. 20 higher than in the rest of the Circle. In treating this increase as a "local allowance" under the new scheme it is of course necessary that it should be treated as pay for purposes of pension in the case of existing incumbents."

| | |
|---|---|
| (1) In Simla and isolated posts in the North-West Frontier. | The special rates now drawn. |
| (2) In Baluchistan .. .. .. | Rs. 20 to all. |
| (3) In other hill stations and the rest of the North-West Frontier. | Rs. 10 up to 50 and 20 above Rs. 50. |
| (4) Dera Ghazi Khan, Lahore, Delhi, Lyallpur, Jhang, Montgomery, Sargodha, Dharamsala, Amritsar, Ambala and Rawalpindi. | Rs. 5 up to 50 and Rs. 10 above Rs. 50. |

(*f*) The Postmaster-General, Bihar and Orissa, while not proposing any new local allowance would increase existing local allowances by 33 per cent. in consideration of the fact that the places where these allowances are paid at present have not received any special treatment.

(*g*) The Postmaster-General, Burma, also proposes no new allowances but would increase existing sanctioned allowances "by 5 per cent. subject to a maximum of $33\frac{1}{3}$ per cent."

(*h*) The Postmaster-General, Madras, proposes that no change be made in respect of local allowances unless the Local Government revise the allowances drawn by their servants.

26. Generally speaking, we disagree with these views. We cannot agree that the list of local allowances sanctioned for the Department which is a very generous

one, should be largely added to, or that there is any occasion whatever to increase the amount of existing local allowances.

With reference to the proposal of the Postmaster-General, Central Circle, we propose that a local allowance of Rs. 5 a month may be sanctioned for all clerks on the time-scale of pay employed in the Nagpur, Wardha and Nimar districts, also the Berar districts, all of which the Local Government have recognized as being dear districts, with the following exception, namely, (1) clerks in the Nagpur head office and its town sub-offices for whom we have proposed a favourable scale of pay because it is a head office situated in an expensive place, (2) the sub-postmasters, Chikalda and Dharni who are already in receipt of allowances of Rs. 10 and Rs. 5, respectively.

Men employed in Baluchistan should not, we think, be given a local allowance to be treated as pay for the present incumbents and as a local allowance for future entrants. The Baluchistan area under our proposals will form a self-contained cadre and should be given a scale of pay suitable for it rather than a foreign scale *plus* a local allowance. The staff in Baluchistan receive at present as pay Rs. 20 per man above the Punjab scale, and we find on examination that this brings the emoluments of the clerks to approximately the same as is drawn by clerks in places for which we propose the Rs. 45—45—50—3—65—4—105—5—140 scale, and we accordingly propose that that scale should be sanctioned for Baluchistan, that is for the Quetta head office and its sub-offices. It may be objected that we are in this case departing from the principle enunciated by ourselves that clerks employed in the mofussil should not be as highly paid as those in 1st class head offices, but the fact that all clerks in Baluchistan including those in the mofussil, receive extra pay of Rs. 20 a month makes it impossible for us to propose a lower scale of pay for them; they number only 72 in all. We do not agree that local allowances should be sanctioned as a matter of course for all hill stations as there are such stations, Almora for example, which are not exceptionally dear, and the labour employed in which is indigenous, nor do we see that it is necessary to sanction at a stroke of the pen local allowances of Rs. 10 and Rs. 20 a month for "the rest of the North-West Frontier". The list of allowances already granted on the North-West Frontier is a very long one and it should not be added to unless it can be shown that any addition proposed is in harmony with a decision of the Local Government in respect of its employés serving in the same area. The same is the case as regards clause (4) of the proposals of the Postmaster-General, Punjab. Local allowances for the places named should not be sanctioned unless the Local Government give them in these places to their servants. We have proposed a liberal scale of pay for Lahore and Delhi and as regards the Canal Colonies the fact that wages commanded by unskilled labour are high hardly affords justification for the grant of local allowances to clerks.

Similarly as regards the proposals of the Postmaster-General, Bombay, in our opinion the proposed local allowances should not be allowed unless and until an effort is made to show that they are really justified. We agree with the Postmaster-General, Bombay, that in view of the liberal scale of pay recommended for Bombay and Karachi all local allowances drawn in those places should be discontinued simultaneously with the introduction of the new scale of pay.

Subject to the above remarks, our recommendation as regards local allowances generally is that all sanctioned allowances may be continued, but that Postmasters-General should be required to review the list of local allowances in their Circles with the object of discontinuance from future incumbents of any allowance which under present conditions is not justified. There is, however, one complication to which we desire to draw particular attention in order to guard against accidental enhancement of local allowances. In very many instances these allowances have been sanctioned in the form of a percentage on pay, *e.g.*, Rs. 14 to a clerk on Rs. 70, Rs. 12 to one on Rs. 60, and so on. In these cases the allowance to be continued should be one of the amount which is actually being drawn on the date of the orders of Government on our proposals. In the cases cited for example it may happen that the revision of pay effected under the general revision of pay which is now being effected raises the pay of the man on Rs. 70 to Rs. 105 and of the man on Rs. 60 to Rs. 90 and it should be clearly provided that the allowances to be continued are Rs. 14 and Rs. 12 and not allowances of 20 per cent of pay. As an exception to this again there is the local allowance granted by way of compensation for depreciation of

currency, for example, the Kutch currency allowance, which of course should be paid at the specified percentage on the enhanced salary.

27. The following tabular statement shows the financial effect of our proposals in the foregoing paragraphs :—

| Class. | Present. | | | | | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Grade. | No. | Pay. | W. A. | G. C. A. | Total cost. | Consolidated Time-scale. | No. | Average. | Total cost. | |
| | Rs. | | Rs | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. |
| Supervisory appointments. | 200—300 | 62 | 16,533⅓ | 806 | .. | 17,339⅓ | 250—350 | 106 | 316⅔ | 33,566⅔ | .. |
| | 150—200 | 113 | 20,716⅔ | 1,017 | .. | 21,733⅔ | 175—225 | 268 | 208⅓ | 55,833⅓ | .. |
| | 100—150 | 172 | 22,933⅓ | 1,204 | .. | 24,137⅓ | 145—170 | 440 | 161⅔ | 71,133⅓ | .. |
| | 120 | 1 | 120 | 6 | .. | 126 | .. | .. | .. | .. | .. |
| | 100 | 320 | 32,000 | 1,600 | .. | 33,600 | .. | .. | .. | .. | .. |
| | 90 | 97 | 8,730 | 388 | .. | 9,118 | .. | .. | .. | .. | .. |
| | 80 | 37 | 2,960 | 148 | .. | 3,108 | .. | .. | .. | .. | .. |
| | 70 | 7 | 490 | 42 | .. | 532 | .. | .. | .. | .. | .. |
| | 60 | 5 | 300 | 30 | .. | 330 | .. | | .. | .. | .. |
| Total .. | .. | 814 | .. | .. | .. | 1,10,024 | .. | 814 | .. | 1,60,533 | .. |
| Ordinary Clerical appointments. | 100—150 | 3 | 400 | 21 | .. | 421 | 50—50—60—3—105—5—140 | 1,383 | 89·2 | 1,23,363·6 | .. |
| | 100 | 231 | 23,100 | 1,155 | .. | 24,255 | 45—45—50—3—65—4—105—5—140 | 2,178 | 84·2 | 1,83,387·6 | .. |
| | 90 | 503 | 45,270 | 2 012 | .. | 47,282 | | | | | |
| | 80 | 792 | 63,360 | 3,168 | .. | 66,528 | 40—40—45—3—54—4—130 | 2,591 | 79·7 | 2,06,502·7 | .. |
| | 70 | 1,414 | 98,980 | 8,484 | .. | 1,07,464 | 35—35—40—3—64—4—120 | 12,059 | 71·4 | 8,61,012·6 | |
| | 60 | 2,234 | 1,34,040 | 13,404 | .. | 1,47,444 | Local allowance for 176 men of the Berars and the Nagpur, Wardha and Nimar Districts in the Central Circle @ Rs. 5 each. | .. | | 880 | .. |
| | 50 | 3,502 | 1,75,100 | 17,510 | .. | 1,92,610 | | | | | |
| | 40 | 4,158 | 1,66,320 | 20,790 | .. | 1,87,110 | | | | | |
| | 30 | 2,129 | 63,870 | 8,516 | 5,695 | 78,081 | .. | .. | .. | .. | .. |
| Total .. | .. | 14,966 | .. | .. | .. | 8,51,195 | .. | 18,211 | .. | 13,75,146 | .. |
| Probationers .. | 40 | 56 | 2,240 | 280 | .. | 2,520 | .. | .. | .. | .. | .. |
| | 30 | 342 | 10,260 | 1,368 | 148 | 11,776 | .. | .. | .. | .. | .. |
| | 25 | 1,451 | 36,275 | 5,804 | 3,459 | 45,538 | .. | .. | .. | .. | .. |
| | 20 | 60 | 1,200 | 180 | 212 | 1,592 | .. | .. | .. | .. | .. |
| | 15 | 4 | 60 | 12 | 16 | 88 | .. | .. | .. | .. | .. |
| Total .. | .. | 1,913 | .. | .. | .. | 61,514 | | .. | .. | .. | .. |
| TOTAL .. | .. | 16,879 | .. | .. | .. | 9,12,709 | .. | .. | .. | .. | .. |
| Inspectors and Head Clerks of Offices of Superintendents of Post Offices. | 100—150 | 70 | 9,333⅓ | 490 | .. | 9,823⅓ | 100—5—175 | .. | .. | .. | .. |
| | 100 | 140 | 14,000 | 700 | .. | 14,700 | Head Clerks .. | 121 | 143¾ | 17,393¾ | .. |
| | 80 | 149 | 11,920 | 596 | .. | 12,516 | Inspectors .. | 326 | 141⅔ | 46,183⅓ | .. |
| | 60 | 88 | 5,280 | 528 | .. | 5,808 | | | | | |
| | .. | 447 | .. | .. | .. | 42,847 | .. | 447 | .. | 63,577 | .. |
| GRAND TOTAL | .. | 18,140 | .. | .. | .. | 10,65,580 | .. | *19,472 | .. | 15,99,256 | 5,33,676 or Rs. 64,04,112 per annum. |

* Including the 1,332 additional appointments proposed in paragraph 14.

28. The additional expenditure involved, it will be seen, amounts to Rs. 64,04,112 a year. But against this must be set the savings which will accrue (1) from the reduction of expenditure on acting allowances in consequence of the substitution of time-scales, in which there is no acting promotion, for graded scales in which such promotions involve very heavy expenditure, (2) from the discontinuance, in consequence of the formation of an adequate leave reserve, of the appointment of outsiders to officiate in leave vacancies and (3) from the reduction of expenditure on travelling allowances consequent on transfers being less frequent when the establishment is on a time-scale and localised to the extent proposed. Figures supplied to us by the Accountant General, Posts and Telegraphs, indicate that the saving resulting from the three causes will amount to about Rs. 10,00,000 a year. The net extra cost of the proposals may therefore be put at about Rs. 54,00,000 a year.

# Schedule A.

## List of Selection Grade Appointments.

### Rs. 250—20—350. (106.)

### BENGAL AND ASSAM.

*Postmasters.*—Darjeeling, Alipore, Burdwan, Comilla, Shillong, Barisal, Sylhet, Faridpur, Pabna, Jalpaiguri, Midnapore.

*Deputy Postmaster.*—Dacca.

*Two Assistant Postmasters.*—Calcutta General Post Office.

*Sub-Postmasters.*—Bara Bazar, Bow Bazar, Dharamtala, Simla (Calcutta), Camac Street, Beadon Square, Amherst Street

*Accountant.*—Calcutta General Post Office.

*Four Head Clerks.*—Calcutta General Post Office.

*Superintendent.*—Sanitary Department, Calcutta General Post Office.

*Traffic Supervisor.*—Calcutta General Post Office.

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### BIHAR AND ORISSA.

*Postmasters.*—Muzaffarpur, Cuttack, Gaya, Patna, Ranchi, Chapra.

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### BOMBAY.

*Postmasters.*—Surat, Hyderabad (S.), Belgaum, Baroda, Rajkot, Sukkur.

*Deputy Postmasters.*—Karachi and Poona.

*Four Assistant Postmasters.*—Bombay General Post Office.

*Sub-Postmasters.*—Mandvi, Kalbadevi.

*Accountant.*—Bombay General Post Office.

*Five Head Clerks.*—Bombay General Post Office.

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### BURMA.

*Postmasters.*—Pegu, Moulmein, Akyab, Bassein.

*Three Assistant Postmasters.*—Rangoon.

*Two Head Clerks.*—Rangoon Head Post Office.

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### CENTRAL.

*Postmasters.*—Indore, Ajmer, Raipur, Jodhpur.

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### MADRAS.

*Postmasters.*—Dhanushkhodi, Trichinopoly, Calicut, Mysore, Ootacamund, Kumbakonam, Tanjore, Coimbatore, Rajahmundry, Tinnevelly and Negapatam.

*Deputy Postmaster.*—Bangalore.

*One Assistant Postmaster.*—Madras General Post Office.

*Sub-Postmaster.*—Mount Road.

*Accountant.*—Madras General Post Office.

*Manager, M. O. and S. B. Department.*—Madras General Post Office.

*One Head Clerk.*—Madras General Post Office.

## PUNJAB AND NORTH-WEST FRONTIER.

*Postmasters.*—Ludhiana, Sialkot, Srinagar, Gujranwala, Hoshiarpur, Ferozepore, Jhelum, Multan.

*Deputy Postmasters.*—Delhi, Simla, Rawalpindi.

*One Assistant Postmaster.*—Lahore Head Post Office.

*Sub-Postmaster.*—Chandni Chowk (Delhi).

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## UNITED PROVINCES.

*Postmasters.*—Naini Tal, Mussoorie, Jhansi, Bareilly, Gorakhpur, Moradabad and Muttra.

*Deputy Postmasters.*—Cawnpore, Lucknow.

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## Rs. 175—10—225. (268.)

## BENGAL AND ASSAM.

*Postmasters.*—Chinsura, Rangpur, Krishnagar, Jessore, Silchar, Berhampore, Dibrugarh, Bankura, Noakhali, Gauhati, Dinajpur, Jorhat, Barrackpore, Rajshahi, Malda, Khulna, Bogra, Cooch Bihar, Dhubri and Tezpur.

*Deputy Postmasters.*—Chittagong, Mymensingh, Howrah.

*Two Assistant Postmasters.*—Dacca Head Post Office.

*Sub-Postmasters.*—Asansol, Hatkhola, Narayanganj, Chandernagore, Raniganj, Diamond Harbour, Entally, Chandpur, Kishenganj.

*Deputy Sub-Postmasters.*—Bara Bazar, Bow Bazar, Dharamtala.

*Eighteen Head Clerks.*—Calcutta General Post Office.

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## BIHAR AND ORISSA.

*Postmasters.*—Arrah, Hazaribagh, Monghyr, Bhagalpur, Lahiria Sarai, Purulia, Puri, Purnea, Jharia, Sambalpur, Balasore and Motihari.

*Sub-Postmasters.*—Patna City and Nepal.

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## BOMBAY.

*Postmasters.*—Ahmednagar, Bhavnagar, Dharwar, Bushire, Nasik, Broach, Dhulia, Ratnagiri, Sholapur, Jalgaon, Satara, Karwar, Bijapur, Thana, Kaira and Bhuj.

*Deputy Postmasters.*—Ahmedabad and Aden.

*Two Assistant Postmasters.*—Karachi Head Post Office.

*Assistant Postmaster.*—Poona Head Post Office.

*Sub-Postmasters.*—Girgaon, Poona City, Umarkhadi, Crawford Market, Mumbadevi, Byculla, Grant Road and Bandar Abbas.

*Assistant Accountant.*—Bombay General Post Office.

*Twenty-four Head Clerks.*—Bombay General Post Office.

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## BURMA.

*Postmasters.*—Tavoy, Toungoo, Prome, Shwebo, Meiktila, Monywa, Mogok, Port Blair, Bhamo, Taunggyi, Pakokku, Myitkyina, Mergui, Maubin.

*Deputy Postmasters.*—Mandalay and Moulmein.

*Sub-Postmasters.*—Maymyo, Namtu, Pazumdang, Fraser Street, Rangoon Cantonment, East Rangoon.

*Treasurer.*—Rangoon Head Post Office.

*Seven Head Clerks.*—Rangoon Head Post Office.

## CENTRAL CIRCLE.

*Postmasters.*—Akola, Amraoti, Bhopal, Hoshangabad, Kotah, Jaipur, Bikaner, Neemuch, Saugor Cantonment, Bilaspur, Sambhar Lake and Khandwa.

*Deputy Postmasters.*—Nagpur, Jubbulpore.

*Sub-Postmasters.*—Mhow, Jaipur City and Pachmarhi.

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## MADRAS.

*Postmasters.*—Guntur, Vellore, Cocanada, Salem, Vizagapatam, Mangalore, Masulipatam, Bellary, Chittoor, Shimoga, Nellore, Pondicherry, Cuddalore, Cochin, Berhampur, Trivandrum, Cuddapah, Chingleput. Kurnool.

*Deputy Postmasters.*—Dhanushkodi, Madura, Hyderabad.

*Sub-Postmasters.*—Bangalore City, Secunderabad, Park Town, Sowcarpet, Vepery and Triplicane.

*Five Head Clerks.*—Madras General Post Office.

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## PUNJAB AND NORTH-WEST FRONTIER.

*Postmasters.*—Lyallpur, Abbottabad, Dera Ismail Khan, Gujrat, Kohat, Bannu, Sargodha, Gurdaspur, Campbellpur, Jullundur, Jammu, Dharamsala, Dera Ghazi Khan, Rhotak and Hissar.

*Deputy Postmasters.*—Amritsar, Quetta, Peshawar and Ambala.

*Two Assistant Postmasters.*—Simla.

*Two Assistant Postmasters.*—Delhi.

*One Assistant Postmaster.*—Lahore.

*Two Assistant Postmasters.*—Rawalpindi.

*Sub-Postmasters.*—Kohi-Malik-Siah-Ziaret, Simla Secretariat, Murree, Lahore Cantonment, Multan City, Dalhousie, Kasauli, Nowshera and Fort Sandeman.

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## UNITED PROVINCES.

*Postmasters.*—Muzaffarnagar, Mirzapur, Shahjahanpur, Fatehgarh, Ghazipur, Basti, Rae Bareli, Bulandshahr, Almora, Jaunpur, Dehra Dun, Aligarh, Azamgarh, Saharanpur, Fyzabad, Ballia, Sultanpur, Banda, Partabgarh, Etawah, Sitapur and Gonda.

*Deputy Postmasters.*—Agra, Allahabad, Benares City, Meerut.

*Assistant Postmasters.*—Lucknow, Cawnpore.

*Sub-Postmasters.*—Aligarh City and Allahabad City.

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## Rs. 145—5—170. (440.)
## BENGAL AND ASSAM.

*Postmasters.*—Nowgong, Suri.

*Deputy Postmasters.*—Alipore, Sylhet, Comilla, Burdwan, Shillong, Darjeeling, Pabna, Rangpur, Jalpaiguri, Faridpur, Jessore, Midnapore, Krishnagar, Chinsura, Silchar, Cooch Behar, Dhubri and Tezpur.

*Assistant Postmasters.*—Mymensingh, Chittagong.

*Sub-Postmasters.*—Kyd Street, Cossipore, Ballygunge, Bagh Bazar, Bhawanipur, Kidderpore, Fort William, New Market, Shyam Bazar, Sirajganj, Madaripur, Jamalpur, Netrokona, Tangail, Munshigunj, Jhalakati, Pataukhali, Manikgunj, Goalundo, Bhairab, Feni, Habiganj, Karimganj, Colootola, Khengrapati, Tirretta Bazar, Ramna, College Street, Nator.

*Deputy Sub-Postmasters.*—Camac Street, Simla (Calcutta)

*Two Assistant Sub-Postmasters.*—Bara Bazar.

*Assistant Postmasters.*—Bow Bazar, Dharamtala.

*Assistant Traffic Supervisor.*—Calcutta General Post Office.

*Twelve Head Clerks.*—Calcutta General Post Office.

## BIHAR AND ORISSA.

*Postmasters.*—Daltonganj, Dumka, Chaibassa.

*Deputy Postmasters.*—Gaya, Chapra, Cuttack, Muzaffarpur, Ranchi, Monghyr, Hazaribagh, Arrah, Patna, Bhagalpur, Purulia, Purnea, Puri, Jharia, Sambalpur, Balasore, Motihari.

*Sub-Postmasters.*—Siwan, Jamshedpur, Dinapore Cantonment, Darbhanga, Ranchi Secretariat, Katihar, Sakrigali, Bhagalpur City.

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## BOMBAY.

*Postmasters.*—Wadhwan Camp, Alibag.

*Deputy Postmasters.*—Baroda, Belgaum, Nasik, Dharwar, Surat, Bhavnagar, Ahmednagar, Rajkot, Jalgaon, Satara, Ratnagiri, Sholapur, Dhulia, Broach, Sukkur, Karwar, Bijapur, Thana, Kaira, Bhuj, Hyderabad.

*Assistant Postmasters.*—Ahmedabad, Poona, Belgaum, Karachi and Hyderabad.

*Sub-Postmasters.*—Malabar Hill, Navsari, Cutch Mandvi, Ahmedabad-Kalupur, Hubli, Kirkee, Jamnagar, Kalyan, Kolhapur City, Bulsar, Patan, Bhusaval, Anjar, Nadiad, Bagalkot, Chiplun, Godhra, Deolali, Junagad, Shikarpur, Karachi City, Larkana, Aden Camp, Bandra, Parel, Mazgaon, Sangli, Pandharpur, Satara City, Porbandar, Ankleshwar, Dhoraji, Malvan, Viramgam, Amreli, Mehsana, Mirpur Khas, Apollo Street, Veraval.

*Deputy Sub-Postmasters.*—Poona City, Mandvi, Girgaon, Kalbadevi, Mahableshwar.

*Assistant Sub-Postmasters.*—Mandvi, Kalbadevi.

*Sixteen Head Clerks.*—Bombay General Post Office.

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## BURMA.

*Postmasters.*—Mawlaik, Magwe, Kyankpyu.

*Deputy Postmasters.*—Toungoo, Tavoy, Akyab, Pegu, Prome, Mogok, Shwebo, Bassein, Monywa, Mergui, Myitkyina, Maubin, Meiktilla, Bhamo.

*Sub-Postmasters.*—Insein, Rangoon Secretariat, Kandawgly, Kemmendine, Myingyan, Henzada, Pyapon, Yenangyaung, Sagaing, Katha, Myaungmya, Prinmana, Minbu, Thayetmyo.

*Assistant Postmaster.*—Mandalay.

*Assistant Treasurer.*—Rangoon Head Post Office.

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## CENTRAL.

*Postmasters.*—Udaipur, Buldana, Chanda.

*Deputy Postmasters.*—Ajmer, Indore, Bilaspore, Raipur, Akola, Jodhpore, Amraoti, Bhopal, Hoshangabad, Bikaner, Saugor Cantonment, Jaipur, Kotah, Neemuch, Sambhar Lake, Khandwa.

*Assistant Postmasters.*—Nagpur, Jubbulpore.

*Sub-Postmasters.*—Katni, Chhindwara, Kamptee, Sutna, Rutlam, Nasirabad, Nagpur City, Alwar, Burhanpur, Beawar, Yeotmal, Indore-Sharifa and Gondia.

*Deputy Sub-Postmasters.*—Mhow.

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## MADRAS.

*Postmasters.*—Ramnad, Hassan, Chikmagalur and Anantpur.

*Deputy Postmasters.*—Calicut, Ootacamund, Mysore, Trichinopoly, Vizagapatam, Negapatam, Kumbakonam, Vellore, Masulipatam, Cocanada, Rajamundry, Salem, Coimbatore, Guntur, Mangalore, Tanjore, Tinnevelly, Bellary, Cuddalore, Nellore, Berhampur, Cochin, Shimoga, Chittoor, Pondicherry, Cuddapah, Chingleput, Kurnool.

*Two Assistant Postmasters.*—Hyderabad.

*Two Assistant Postmasters.*—Bangalore.

*Assistant Postmasters.*—Dhanushkodi, Madura, Negapatam.

*Sub-Postmasters.*—Mylapore, Cannanore, Tuticorin, Ellore, Tellicherry, Dindigul, Coonoor, Palghat, Vizianagram, Palamcottah, Bezvada, Chidambaram, Alleppy, Conjeevaram, Teppakulam, Nayavaram, Erode, Tenali, Vellore Fort, Karur, Mercara, Bangalore Bazar, Periyakulam, Mannady, Flower Bazar, Cuddalore old town.

*Deputy Sub-Postmasters.*—Secunderabad, Bangalore City, Mount Road.

## PUNJAB AND NORTH-WEST FRONTIER.

*Postmasters.*—Gurgaon, Mianwali, Jhang, Drosh, Karnal, Bahawalpur, Muzaffargarh and Montgomery.

*Deputy Postmasters.*—Ludhiana, Ferozepore, Srinagar, Jhelum, Sialkot, Multan, Dera Ismail Khan, Lyallpur, Abbottabad, Hoshiarpur, Gujranwala, Jammu, Gujrat, Gurdaspur, Sargodha, Jullundur, Kohat, Campbellpore, Dharamsala, Dera Ghazi Khan, Rohtak, Hissar and Bannu.

*Assistant Postmasters.*—Amritsar, Ambala and Quetta.

*Two Assistant Postmasters.*—Peshawar.

*Sub-Postmasters.*—Chota Simla, Jullundur City, Peshawar City, Sialkot City, Mardan, Ferozepur City, Nathiagali, Ambala City, Sirsa, Bhiwani, Rewari, Batala, Tank, Rawalpindi City, Loralai and Naulakha.

*Deputy Sub-Postmasters.*—Chandni Chowk, Multan City, Secretariat (Simla).

*One Head Clerk.*—Lahore Head Post Office

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## UNITED PROVINCES.

*Postmasters.*—Bijnor, Etah, Mainpuri, Kheri-Lakhimpur, Fatehpur, Unao, Bahraich, Budaun, Pilibhit, Pauri, Bara Banki, Hardoi.

*Deputy Postmasters.*—Jhansi, Mussoorie, Bareilly, Naini Tal, Mirzapur, Jaunpur, Azamgarh, Aligarh, Fyzabad, Muttra, Bulandshahr, Muzaffarnagar, Gorakhpur, Fatehgarh, Almora, Moradabad, Saharanpur, Shahjahanpur, Rai Bareli, Dehra Dun, Ballia, Sultanpur, Banda, Partabgarh, Etawah and Sitapur.

*Assistant Postmasters.*—Meerut, Allahabad, Lucknow, Benares City, Cawnpore and Agra.

*Sub-Postmasters.*—Benares Cantonment, Hathras, Kanauj City, Farrukhabad City, Roorkee, Agra City, Rampur State (United Provinces), Ranikhet, Bisheswarganj, Collectorganj, Generalganj, Chakrata, Lansdowne, Lucknow Chowk, Chandausi, Katra (Allahabad).

# CHAPTER III.

## Railway Mail Service.

*Sorters on pay up to Rs. 100.*

This forms an important section of the subordinate establishment of the Post Office, the number of appointments of the class, including probationers, being 3,804. In July 1912 the average pay of these appointments varied from Rs. 37, which was the pay of about two-thirds of the total number, to Rs. 45. In 1913 and 1914 increases were sanctioned raising the averages from Rs. 37 to Rs. 38 and Rs. 45 to Rs. 46; then came the war allowance granted to all, and this was followed by another addition of Re. 1 a month to average pay. Finally, the Secretary of State sanctioned with effect from the 1st of March 1919 a general revision which raised average pay and allowances to Rs. 76 for the Foreign Mail Division, Rs. 61 for the Calcutta Railway Mail Service and S. (Silchar) Divisions and Rs. 55 for the rest of India. The percentages of increase since 1912 amount to 68·8 in the case of the Foreign Mail Division, 52·5 in that of the Calcutta Railway Mail Service Division and 48·6 in that of the rest of the staff. On the whole therefore sorters of the Railway Mail Service have fared better as regards increases of pay allowed in recent years than clerks of the Post Office. Nevertheless they are not satisfied and have made common cause with the clerks in clamouring for further concessions and in unanimously demanding a time-scale of pay. Their ideas are if anything more liberal, the rates of pay and allowances suggested by members of the staff as adequate varying from a minimum of Rs. 50—5—100—10—200 to a maximum of Rs. 102—340.

2. The proposals of the Postmasters-General and Deputy Postmasters-General are as follows, the period of rise from minmum to maximum in all cases being 20 years, except in the case of the Calcutta Railway Mail Service in which it is 25 years :—

| | Rs. |
|---|---|
| Postmaster-General, Bombay, for Foreign Mail Division .. | 60—130 |
| Postmaster-General, Bengal, for Calcutta Railway Mail Service | 50—150 |
| Postmaster-General, Burma, for Burma Railway Mail Service | 45—120 |
| Deputy Postmaster-General, Eastern Circle .. .. | 40—120 |
| Deputy Postmaster-General, Northern Circle .. .. | 40—100 |
| Deputy Postmaster-General, Western Circle :— | |
| (For four Divisions) . .. .. .. .. | 40—100 |
| (For two Divisions) .. .. .. .. .. | 45—120 |

3. The duties of a sorter do not demand a high standard of intellectual capacity and it has been urged that the class for this reason should be paid at a lower rate than clerks employed in Post office whose work is more varied and requires greater intelligence. On the other hand it has been pointed out that the duties of sorters of the Railway Mail Service entail almost incessant travelling, frequent absence from home, the additional expenditure incidental thereto for which travelling allowance is not granted, and work under trying physical conditions. It probably is the case that the average level of intelligence of the Post Office clerk is slightly higher than that of the Railway Mail Service sorter, but there is not really very much to choose between them, and in determining what pay should be proposed the fact that at the present time the difference between the average pay of the one class and the other is very small indeed must be the dominating factor. The Railway Mail Service is if anything more unpopular than the Post Office proper, and our conclusion is that the sorter must continue to be paid at much the same rates as the Post Office clerk. We accordingly recommend the following scales :—

| | Rs. |
|---|---|
| (1) For the Foreign Mail Division .. .. .. | 50—50—55—3—100—4—120—5—130 |
| (2) For the Calcutta Railway Mail Service, sorters of the C. and E. Divisions of the Eastern Circle stationed in Calcutta and Howrah, the Madras Railway Mail Service and the sections of the M. and T. Divisions of the Western Circle which are stationed in Madras .. .. .. .. | 45—45—50—3—86—4—110—5—130 |
| (3) For the rest .. .. .. .. | 40—40—45—3—90—4—110—5—120 |

with efficiency bars at the 10th and 18th years of service in all cases, that is to say at Rs. 76 and 100 in scale (1), at Rs. 71 and Rs. 98 in scale (2) and at Rs. 66 and Rs. 90 in scale (3). As we have said in the case of postal clerks (paragraph 11 of Chapter II) all sorters now on the establishment should not be given the benefit of the time-scale as a matter of course. There are among this class men promoted from inferior service and others who are only second or third rate sorters and who are quite sufficiently remunerated for the work they do by the pay which they now draw. Such men should not be assumed to be qualified for promotion even up to the level of the first efficiency bar and the case of each of them should be considered on its merits.

4. The Foreign Mail Division is stationed in Bombay and the scale we recommend for it is much the same as that recommended by us for Post Office clerks in Bombay. Rupees 50 a month is proposed as the minimum because the difficulties of recruiting clerks for service in Bombay are quite as great in the case of the R. M. S. as in that of the Post Office, but the maximum is lower, the distinction being based upon the fact that the work is of a more machine-like description and less responsible. We have been guided by the same principle in determining the scale recommended for clerks stationed in Calcutta, Madras and the mofussil generally. The scale proposed for clerks of the R. M. S. stationed in Calcutta, Howrah and Madras begins on the same minimum as the scales proposed for the clerks of the Post Office in those towns, but otherwise is slightly less favourable, and the scale proposed for the mofussil generally begins on the same minimum as, but otherwise is slightly less favourable than, the scale proposed for Postal clerks in 1st class Head offices, that scale being selected in preference to the one next below because of the fact that clerks of the R. M. S. are for the most part stationed in the larger towns. These proposals assume that the Calcutta R. M. S. will continue to form a separate and self-contained cadre ; that the sorters of C. and E. Divisions of the Eastern Circle who are stationed in Calcutta and Howrah will be formed into a cadre separate from that of the rest of the Circle, transfers from one cadre to the other being discontinued ; and similarly that the Madras R. M. S. and Sorters of the M. and T. Divisions stationed in Madras will be formed into a combined cadre (under the control of the Superintendent, M. Division) the members of which would not be interchangeable with the rest of the staff of the Western Circle.

5. *Appointments on pay exceeding Rs. 100.*—The proposals of Postmasters-General and Deputy Postmasters-General in respect of appointments of this class are as stated below :—

Postmaster-General, Bengal and Assam, proposes to increase the number of appointments of these grades from 13 to 25 (including 6 appointments in lieu of Assistant Superintendents which he proposes to abolish).

Postmaster-General, Bombay, proposes an increase from 3 to 8.

Postmaster-General, Burma, proposes an increase from 1 to 3.

The Deputy Postmaster-General, Eastern Circle, proposes an increase from 19 to 46.

The Deputy Postmaster-General, Northern Circle, proposes an increase from 19 to 73.

The Deputy Postmaster-General, Western Circle, proposes an increase from 18 to 180.

6. Excluding the 6 appointments of Assistant Superintendent which the Postmaster General, Bengal, has included in his figures but which do not belong to this class, the present sanctioned strength of superior appointments in the clerical service of the Railway Mail Service is 67. Heads of Circles would raise it to 329, an increase which would cost a very large sum of money for which we can see no justification whatever. Previous to the revision sanctioned in 1919 the number of superior clerical appointments was 21. As a result of that revision the number was increased with effect from the 1st of March 1919 to 65, and it has since been still further increased, and now stands at 67. There is nothing on record to indicate on what grounds the number was fixed at 65 on the occasion of the revision of 1919. As we have said elsewhere our opinion as to these superior appointments is that the number should be determined solely on the basis of the number of charges which are sufficiently important to carry pay exceeding the maximum proposed for the time-scale

The posts in the Railway Mail Service which would seem to us to come under this category are two for each Superintendents office, namely (1) Accountant and (2) either the Head Clerk or the Head Record Clerk in such an office, Head record clerks in important record offices, Head sorters of stationary mail offices with 7 or more sorters, and head sorters of travelling sets consisting of 6 or more sorters. On this basis we recommend that the number be increased to 120. We would grade them as follows :—

| | Rs. |
|---|---|
| 40 on .. .. .. .. .. .. | 175—10—225 |
| 80 on .. .. .. .. .. .. | 145— 5—170 |

distributed among the Circles as below :—

| | Grade. 175—225 | Grade. 145—170 |
|---|---|---|
| Eastern Circle .. .. .. .. | 10 | 18 |
| Western Circle .. .. .. .. | 12 | 26 |
| Northern Circle .. .. .. .. | 10 | 20 |
| Calcutta Railway Mail Service .. .. .. | 4 | 8 |
| Foreign Mail Division .. .. .. .. | 3 | 5 |
| Burma Railway Mail Service .. .. .. | 1 | 3 |

7. The reserve in the Railway Mail Service is one of 510 paid probationers which is equal to about 15 per cent. of the total strength of the service. As in the case of the Post Office establishment, we recommend that a reserve of 20 per cent. be allowed and we have accordingly allowed a reserve of 694 men which represents, on the present strength of the establishment, an increase of 184 at a cost of about Rs. 1,65,600 per annum. We have in this case also following our recommendation in paragraph 9 regarding the Post Office provided for the abolition of probationers as a separate class, and, as in that case, it should be understood that with the enhanced reserve the appointment of outsiders to officiate in leave vacancies will not be admissible.

RAILWAY MAIL SERVICE ASSISTANT SUPERINTENDENTS AND INSPECTORS.

8. This establishment of Assistant Superintendents and Inspectors of sorting is a curious organization. The former are divided into three classes, namely,—

(1) Sorting Assistant Superintendents.

(2) Investigating Assistant Superintendents.

(3) Divisional Assistant Superintendents.

The principal duty of (1) is to supervise sorting and check sorting lists, of (2) the investigation of cases of loss and fraud and (3) apparently is a personal Assistant to the Superintendent. There are three grades of Assistant Superintendents, namely, Rs. 100, 125 and 150. The inspector is a checker of sorting and this class also is divided into 3 grades, namely, Rs. 60. Rs. 80 and Rs. 100. There would appear to be no difference between Sorting Assistant Superintendents and Inspectors, and we can see no reason why an Assistant Superintendent or Inspector should not in the ordinary course of his duties do both investigation of loss, etc., and inspection of sorting, the present system must be wasteful, one officer visiting a place for inspection and another visiting the same place at the same time for investigation. Nor can we see why the Superintendent of the Railway Mail Service should be provided with an assistant of a kind not allowed to the Superintendent of Post Offices on the postal side.

9. The following are the sanctioned scales of Assistant Superintendents and Inspectors :—

| | Rs. |
|---|---|
| 15 Assistant Superintendents on .. .. .. .. | 150 |
| 8 Assistant Superintendents on .. .. .. .. | 125 |
| 20 Assistant Superintendents on .. .. .. .. | 100 |
| 18 Inspectors on .. .. .. .. .. .. | 100 |
| 20 Inspectors on .. .. .. .. .. .. | 80 |
| 31 Inspectors on .. .. .. .. .. .. | 60 |
| 112 | |

10. In the Post Office there is no official corresponding to the Assistant Superintendent of the Railway Mail Service, the work of both classes being done by the Inspector of Post Offices who is both an inspecting and investigating officer, and our opinion is that two classes are not wanted in the Railway Mail Service. We accordingly recommend that Assistant Superintendents be abolished and that a new class of Inspectors corresponding in pay and status to Inspectors of Post Offices be created with the designation Inspectors, Railway Mail Service. We further recommend that these officers should in respect of initial pay on the new scale be treated in the same way (*vide* paragraph 22 of Chapter II) as Inspectors of Post Offices and that like those Inspectors they should draw a daily allowance of Rs. 3 a day. With an amalgamation of duties as suggested some reduction of numbers should be possible, and moreover officials such as Platform Inspectors who at present are regarded as Inspectors should not have the pay and status of the proposed "Inspectors, Railway Mail Service". With numbers as they stand at present the financial effect of our proposals will be an increase of Rs. 56,976 per annum as shown below :—

| | Present. | | | | | Proposed. | | | |
|---|---|---|---|---|---|---|---|---|---|
| | Grade. | No. | Total pay. | Total W. A. | Total cost. | Consolidated time-scale. | No. | Average pay. | Total average cost. |
| | Rs. | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. |
| Assistant Superintendents. | 150 | 15 | 2,250 | 105 | 2,355 | | | | |
| | 125 | 8 | 1,000 | 48 | 1,048 | | | | |
| | 100 | 20 | 2,000 | 100 | 2,100 | 100—5—175 | 112 | 141⅔ | 15,867 |
| Sorting Inspectors .. | 100 | 18 | 1,800 | 90 | 1,890 | | | | |
| | 80 | 20 | 1,600 | 80 | 1,680 | | | | |
| | 60 | 31 | 1,860 | 186 | 2,046 | | | | |
| Total .. | .. | 112 | .. | .. | 11,119 | .. | 112 | .. | 15,867 |

Net average increase per mensem .. .. .. Rs. 4,748.

Net average increase per mensem .. .. .. Rs. 56, 976.

## Local Allowances.

11. The Deputy Postmaster-General, Northern Circle, is much in favour of extending local allowances. He would grant them to more than half the sorters and clerks under his control at an additional cost of nearly Rs. 60,000 a year. The Deputy Postmaster-General, Eastern Circle, is much more moderate. Suggesting a uniform scale of pay for the whole of the circle he proposes that local allowances be granted to —

(1) 8 sorters stationed at Nagpur.

(2) 175 sorters stationed at Howrah.

(3) 106 sorters stationed at Sealdah and 21 at Darjeeling.

(4) 4 sorters working in the Duars.

(5) 59 sorters working in Assam.

The Postmaster-General, Bombay, proposes no new local allowances for the Railway Mail Service Division (the Foreign Mail Division) under his control but would absorb existing allowances costing Rs. 122 a month. The Deputy Postmaster-General, Western Circle, and the Postmaster-General, Bengal and Assam, propose no new local allowances for the Western Circle and the Calcutta Railway Mail Service respectively. The Postmaster-General, Burma, proposes for 34 sorters stationed in Rangoon an allowance of 20 per cent. of pay subject to a maximum of Rs. 30.

12. We are not prepared to endorse the recommendation of the Deputy Postmaster-General, Northern Circle, that the grant of local allowances should be widely extended. If among the places he includes in his very long list there are any in which the Local Government concerned has recognised that local conditions justify an allowance, and an allowance is not already given to Railway Mail Service sorters stationed there, the case of the Railway Mail Service clerks so situated may be considered, but there are certainly very few, if any, places specified in the Deputy Postmaster-General's list at which employees of the Local Government receive local allowance and those of the Railway Mail Service do not.

13. As regards the proposals of the Deputy Postmaster-General, Eastern Circle, we do not agree that local allowances need be granted to the sorters stationed at Howrah and Sealdah. Their number is large and they can without difficulty or objection of any kind be brought on to cadres separate from that of the rest of the Circle. We have accordingly in the proposals in paragraph 3 suggested that they should, in consideration of the fact that they are stationed in Howrah and Sealdah, be granted a more liberal scale of pay, namely, that recommended for the Calcutta Railway Mail Service. The objections pointed out by the Deputy Postmaster-General to a similar separation of cadres, which was effected in 1911 in the case of the S. Division of his Circle do not apply to the cases of Howrah and Sealdah, inasmuch as there can be no necessity, more particularly with a time-scale of pay, to interchange the men on the Howrah and Sealdah cadres with those on other cadres of the Circles. For the rest, we agree with the Deputy Postmaster-General, that is to say, we recommend—

(*i*) that the 59 sorters of the ' S ' Division, for whom under our proposals a special scale of pay has not been suggested, may be granted a local allowance of Rs. 10 a month each,

(*ii*) that the 8 sorters stationed at Nagpur may be granted a local allowance of the amount sanctioned by the Local Administration for men of correspondening status on the Provincial establishments, namely, Rs. 5 a month, and

(*iii*) that the allowances sanctioned for the Duars and Darjeeling may be continued.

14. As the number of sorters stationed in Rangoon is too small for a separate cadre or a special rate of pay we support the proposal of the Postmaster-General to grant the 20 sorters in question a local allowance. But we think an allowance of Rs. 10 a month will be sufficient. We agree with the proposal of the Postmaster-General, Bombay, to discontinue the local allowances in the Foreign Mail Division costing Rs. 122 a month.

15. Subject to the above recommendations our general proposal in respect of local allowances for Inspectors (former Assistant Superintendents and Inspectors), Sorters and clerks of the Railway Mail Service is that all existing sanctioned local allowances may be continued, and that no new local allowance should be sanctioned unless it can be and is shown that the place for which such an allowance is proposed has been recognised by the Local Government concerned to be a local allowance area.

16. The following tabular statement shows the financial effect of our proposals in the foregoing paragraphs :—

| — | Grade. | Present. No. | Present. Total pay. | Present. Total W. A. | Present. Total G. C. A. | Present. Total cost. | Proposed. Consolidated time-scale. | Proposed. No. | Proposed. Average pay. | Proposed. Total average cost. | Net average increase per mensem; |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Rs. | | Rs. | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. |
| **Supervisory appointments.** | 200—300 | 1 | 275 | 14 | .. | 289 | 175—10—225 | 40 | 212½ | 8,500 | |
| | 150—200 | 22 | 4,125 | 198 | .. | 4,323 | .. | .. | .. | .. | |
| | 100—150 | 44 | 6,050 | 308 | .. | 6,358 | 145—5—170 | 80 | 163¾ | 13,100 | |
| **Sorters** .. | 100 | 164 | 16,400 | 820 | .. | 17,220 | 50—50—55—3—100—4—120—5—130 | 104 | 83·8 | 8,715·2 | |
| | 90 | 5 | 450 | 20 | . | 470 | .. | .. | .. | .. | |
| | 80 | 186 | 14,880 | 872 | .. | 15,752 | 45—45—50—3—86—4—110—5—130 | 807 | 79·9 | 64,479·3 | |
| | 70 | 345 | 24,150 | 2,334 | .. | 26,484 | .. | .. | .. | .. | |
| | 60 | 419 | 25,140 | 2,784 | .. | 27,924 | 40—40—45—3—90—4—110—5—120 | 3,024 | 73·8 | 2,23,171·2 | |
| | 50 | 676 | 33,800 | 3,700 | . | 37,500 | Local allowances for 79 sorters @ Rs. 10 each. | | | 790 | |
| | 40 | 700 | 28,000 | 3,725 | .. | 31,725 | Local allowances for 8 sorters @ Rs. 5 each. | | | 40 | |
| | 30 | 799 | 23,970 | 3,394 | 881 | 28,245 | Deduct local allowances for F. M. Divison (discontinued). | | | —122 | |
| TOTAL .. | .. | 3,361 | .. | .. | .. | 1,96,290 | .. | 4,055 | .. | 3,18.674 | |
| **Probationers** .. | 30 | 14 | 420 | 56 | .. | 476 | .. | .. | .. | .. | |
| | 25 | 33 | 825 | 242 | .. | 1,067 | .. | .. | .. | .. | |
| | 20 | 463 | 9,260 | 1,389 | .. | 10,649 | .. | .. | .. | .. | |
| | .. | .. | .. | .. | 547 | 547 | .. | .. | .. | .. | |
| TOTAL .. | .. | 510 | .. | .. | .. | 12,739 | .. | .. | .. | .. | |
| **Assistant Superintendent.** | 150 | 15 | 2,250 | 105 | .. | 2,355 | | | | | |
| | 125 | 8 | 1,000 | 48 | .. | 1,048 | | | | | |
| | 100 | 20 | 2,000 | 100 | .. | 2,100 | | | | | |
| **Sorting Inspectors.** | 100 | 18 | 1,800 | 90 | .. | 1,890 | 100—5—175 | 112 | 141⅔ | 15,836 | |
| | 80 | 20 | 1,600 | 80 | .. | 1,680 | | | | | |
| | 60 | 31 | 1,860 | 186 | .. | 2,046 | | | | | |
| TOTAL .. | .. | 112 | .. | .. | .. | 11,119 | .. | 112 | .. | 15,837 | 4,718 |
| GRAND TOTAL | .. | 3,983 | .. | .. | .. | 2,20,148 | .. | 4,167* | .. | 3,34,541 | 1,14,393 * or Rs. 13,72,716 per annum. |

* Including 184 additional appointments proposed in paragraph 7 above.

17. The actual increase of expenditure will, however, be considerably less than Rs. 13,72,716 inasmuch as the introduction of a time-scale will eliminate acting grade to grade promotions in all but the selection grades and, with the addition to the reserve the acting allowance paid to outsiders in leave vacancies will cease. Further, there will be some saving on travelling allowances. We estimate that the savings due to these causes will be about Rs. 2,23,000 a year and the extra cost of our proposals in respect of the Railway Mail Service may therefore be put roughly at Rs. 11½ lakhs per annum.

## Kashmir Motor Mail Service.

The office establishment of the Superintendent of this service consists of—

| | Rs. |
|---|---|
| 1 Accountant on .. .. .. .. .. .. | 100 |
| 1 Stenographer on .. .. .. .. .. .. | 70 |
| 1 Mail clerk on .. .. .. .. .. .. | 70 |
| 1 Mail clerk on .. .. .. .. .. .. | 60 |
| 4 Mail clerks on .. .. .. .. .. .. | 50 |
| 1 Clerk on .. .. .. .. .. .. | 50 |
| 1 Clerk .. .. .. .. .. .. .. | 40 |
| 1 Store-keeper on .. .. .. .. .. .. | 50 |

The Superintendent has proposed liberal increases all round, his proposals, among other things, providing that the Accountant shall rise to Rs. 250, the Stenographer to Rs. 240, and that the Head Mail Clerk shall rank as an Assistant Superintendent of the Railway Mail Service and draw pay accordingly.

In our opinion the Superintendent's proposals are much too liberal and we think that it would be sufficient to fix the pay of the Accountant at 145—5—170 and of all other clerks, including the Store-keeper, at Rs. 40—40—45—3—54—4—130, which is the pay proposed by us for clerks of the Post Office in Rawalpindi. In recommending this scale we have made full allowance for the fact that Rawalpindi is an expensive station for Indian clerks to live in. The following statement shows the financial effect of our proposals: —

| Present. | | | | | Proposed. | | | |
|---|---|---|---|---|---|---|---|---|
| Grade. | No. | Total pay. | Total W. A. | Total cost. | Consolidated time-scale. | No. | Average pay. | Total average cost. |
| Rs. | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. |
| 100 | 1 | 100 | 5 | 105 | 145—5—170 | 1 | 163¾ | 163¾ |
| 70 | 2 | 140 | 12 | 152 | 40—40—45—3—54—4—130 | 10 | 79·7 | 797 |
| 60 | 1 | 60 | 6 | 66 | | | | |
| 50 | 6 | 300 | 30 | 330 | | | | |
| 40 | 1 | 40 | 5 | 45 | | | | |
| .. | 11 | .. | .. | 698 | .. | 11 | .. | 961 |

Net average increase per mensem Rs. 263.

Net average increase per annum Rs. 3,156.

# CHAPTER IV.

## Offices of Postmasters-General.

### *Clerks.*

These establishments have benefited very largely as a result of revisions effected in recent years, more particularly in 1918 and 1919; the average pay of each of the offices having been increased as compared with pre-war average as shown below :—

| Circle. | Pre-war. | Present (including war allowance). | Increase per cent. |
|---|---|---|---|
| | Rs. | Rs. | Rs. |
| Bengal and Assam .. .. .. .. | 58·2 | 84·6 | 45·4 |
| Bombay .. .. .. .. .. | 72·6 | 85·9 | 18.3 |
| Bihar and Orissa .. .. .. .. .. | 57·2 | 78·9 | 37·9 |
| Burma .. .. .. .. .. | 79·2 | 97·4 | 23·0 |
| Central .. .. .. .. .. | 65·0 | 81·3 | 25·1 |
| Madras .. .. .. .. .. | 56·9 | 79·7 | 40·1 |
| Punjab and North-West Frontier .. .. .. | 58·9 | 76·1 | 29·2 |
| United Provinces .. .. .. .. | 57·1 | 67 2 | 17·7 |

An outstanding feature of the revisions, however, was that a disproportionate share of the additional outlay sanctioned by Government went into the pockets of the clerks of the upper grades, and even in their case the benefit was largely prospective. Those in the lower grades derived little advantage beyond that accruing to some few of them who received promotion because of an increase in the number of upper grade appointments. For the remainder, that is to say, for the bulk of the staff, the revision did not mean much more than improved prospects : the men asked not for prospects, but for money, and naturally they are not satisfied.

2. All Postmasters-General except the Postmaster-General, United Provinces, have submitted proposals for the further revision of their office establishments. In the statements which follow we have shown side by side the pre-war scale of each of these offices, the present scale, and the scale proposed by the Postmaster-General.

*Bengal and Assam Circle.*

| Pre-war. | | | | Present. | | | | | Proposed by P. M. G. | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | Total cost. | No. | Grade. | Average pay. | W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. |
| | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. |
| 1 | 200—20—300 | 275 | 275 | 1 | 300—20—400 | 375 | 19 | 394 | 1 | 300—20—400 | 375 | 375 |
| 1 | 200—10—250 | 237·5 | 237·5 | 3 | 200—20—300 | 275 | 14 | 867 | 10 | 200—20—300 | 275 | 2,750 |
| 4 | 150—10—200 | 187·5 | 750 | 6 | 150—10—200 | 187·5 | 9 | 1,179 | 15 | 150—10—200 | 187·5 | 2,812·5 |
| 6 | 100—10—150 | 137·5 | 825 | 15 | 100—10—150 | 137·5 | 7 | 2,167·5 | 70 | 60—6—150 | 112·5 | 7,875 |
| 1 | 125 | 125 | 125 | 71 | 40—4—100 | 75 | 4 | 5,609 | 69 | 50—5—150 | 100 | 6,900 |
| 10 | 100 | 100 | 1,000 | 3 | 100 | 100 | 5 | 315 | *Paid Probationers* | | .. | .. |
| 12 | 80 | 80 | 960 | 7 | 80 | 80 | 4 | 588 | 10 | 30 | 30 | 300 |
| 5 | 75 | 75 | 375 | 8 | 70 | 70 | 6 | 608 | .. | .. | .. | .. |
| 12 | 70 | 70 | 840 | 16 | 60 | 60 | 6 | 1,056 | .. | .. | .. | .. |
| 17 | 60 | 60 | 1,020 | 16 | 50 | 50 | 5 | 880 | .. | .. | .. | .. |
| 27 | 50 | 50 | 1,350 | 19 | 40 | 40 | 5 | 855 | .. | .. | .. | .. |
| 21 | 40 | 40 | 840 | *Paid Probationers.* | | .. | .. | .. | | .. | .. | .. |
| 25 | 30 | 30 | 750 | 1 | 30 | 30 | 4 | 34 | .. | .. | .. | .. |
| 1 | 35 | 35 | 35 | 9 | 25 | 25 | 4 | 261 | .. | .. | .. | .. |
| .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| 8 | 25 | 25 | 200 | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| 3 | 20 | 20 | 60 | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| *Paid Probationers.* 18 | 20 | 20 | 360 | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| 172 | .. | .. | 10,002·5 | 175 | .. | .. | .. | 14,813·5 | 175 | .. | .. | 21,12·5 |

## *Bombay Circle.*

| Pre-war. | | | | Present. | | | | | Proposed by P. M. G. | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | * Grade. | Average pay. | Total cost. | No. | Grade. | Average pay. | W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. |
| | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. |
| 1 | 200—20—300 | 275 | 275 | 1 | 300—20—400 | 375 | 19 | 394 | 1 | 300—20—400 | 375 | 375 |
| 4 | 150—10—200 | 187·5 | 750 | 2 | 200—20—300 | 275 | 14 | 578 | 10 | 200—20—300 | 275 | 2,750 |
| 6 | 100—10—150 | 137·5 | 825 | 6 | 150—10—200 | 187.5 | 9 | 1179 | 20 | 150—10—200 | 187·5 | 3,750 |
| 1 | 125 | 125 | 125 | 12 | 100—10—150 | 137.5 | 7 | 1,734 | 50 | 70—5—140 | 112 | 5,600 |
| 17 | 100 | 100 | 1,700 | 60 | 50—5—100 | 83⅓ | 6¼ | 5,375 | 58 | 50—4—150 | 91⅔ | 5,316·7 |
| 13 | 80 | 80 | 1,040 | 2 | 100 | 100 | 7½ | 215 | *Paid Probationers.* | | | |
| 4 | 75 | 75 | 300 | 6 | 80 | 80 | 12 | 552 | 16 | 60 | 60 | 960 |
| 14 | 70 | 70 | 980 | 7 | 70 | 70 | 10½ | 563·5 | 11 | 45 | 45 | 495 |
| 13 | 60 | 60 | 780 | 14 | 60 | 60 | 15 | 1,050 | | | | |
| 20 | 50 | 50 | 1,000 | 13 | 50 | 50 | 12½ | 812·5 | | | | |
| 16 | 40 | 40 | 640 | 18 | 40 | 40 | 10 | 800 | | | | |
| | | | | *Paid Probationers.* | | | | | | | | |
| 1 | 35 | 35 | 35 | 27 | 30 | 30 | 7½ | 1,012·5 | | | | |
| 11 | 30 | 30 | 330 | | | | | | | | | |
| 121 | .. | .. | 8,780 | 166 | .. | .. | .. | 14,265·5 | 166 | .. | .. | 13,243.7 |

## *Bihar and Orissa Circle.*

| Pre-war. | | | | Present. | | | | | Proposed by P. M. G. | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | Total cost. | No. | Grade. | Average pay. | W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. |
| | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. |
| 1 | 200—20—300 | 275 | 275 | 1 | 200—20—300 | 275 | 14 | 289 | 1 | 300—20—400 | 375 | 375 |
| 2 | 100—10—150 | 137·5 | 275 | 2 | 150—10—200 | 187·5 | 9 | 393 | 3 | 200—20—300 | 275 | 825 |
| 4 | 100 | .. | 400 | 5 | 100—10—150 | 137·5 | 7 | 722·5 | 5 | 150—10—200 | 187·5 | 937·5 |
| 3 | 80 | .. | 240 | 23 | 40—4—100 | 75 | 4 | 1,817 | 7 | 100—10—150 | 137·5 | 962·5 |
| 4 | 70 | .. | 280 | 2 | 100 | 100 | 5 | 210 | 15 | 50—5—100 | 83⅓ | 1,250 |
| 6 | 60 | .. | 360 | 3 | 80 | 80 | 4 | 252 | 29 | 40—5—120 | 85⅓ | 2,475 |
| 7 | 50 | .. | 350 | 3 | 70 | 70 | 6 | 228 | | | | |
| 7 | 40 | .. | 280 | 4 | 60 | 60 | 6 | 264 | 60 | | .. | 6 8:5 |
| 8 | 30 | .. | 240 | 5 | 50 | 50 | 5 | 275 | | | | |
| 4 | 20 | .. | 80 | 6 | 40 | 40 | 5 | 270 | | | | |
| | *Paid Probationers.* | | | 6 | 30 | 30 | 4+3* | 222 | | | | |
| 4 | 20 | .. | 80 | | *Paid Probationers.* | | | | | | | |
| | | | | 4 | 20 | 20 | 3+3* | 104 | | | | |
| 50 | .. | .. | 2,860 | 64 | .. | .. | .. | 5,046·5 | | | | |



*Grain Compensation allowance.

## *Burma Circle.*

| Pre-war. | | | | Present. | | | | | Proposed by P. M. General. | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | Total cost. | No. | Grade. | Average pay. | W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. |
| | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. |
| 1 | 200—20—300 | 275 | 275 | 1 | 300—20—400 | 375 | 19 | 394 | 1 | 300—20—400 | 375 | 375 |
| 2 | 150—10—200 | 187·5 | 375 | 1 | 200—20—300 | 275 | 14 | 289 | 3 | 200—20—300 | 275 | 825 |
| 4 | 100—10—150 | 137·5 | 550 | 2 | 150—10—200 | 187·5 | 9 | 393 | 6 | 150—10—200 | 187·5 | 1,125 |
| 6 | 100 | 100 | 600 | 6 | 100—10—150 | 137·5 | 7 | 867 | 8 | 100—10—150 | 137·5 | 1,100 |
| 7 | 80 | 80 | 560 | 17 | 60—4—100 | 86⅔ | 4 | 1,541·3 | 10 | 60—4—100 | 86⅔ | 866·7 |
| 1 | 75 | 75 | 75 | 3 | 100 | 100 | 5 | 315 | 19 | 50—5—120 | 92 | 1,748 |
| 7 | 70 | 70 | 490 | 4 | 80 | 80 | 4 | 336 | | | | |
| | | | | | | | | | *Paid Probationers.* | | | |
| 7 | 60 | 60 | 420 | 5 | 70 | 70 | 6 | 380 | 5 | 50 | 50 | 250 |
| 9 | 50 | 50 | 450 | 4 | 60 | 60 | 6 | 264 | 4 | 40 | 40 | 160 |
| *Paid Probationers.* | | | | 4 | 50 | 50 | 5 | 220 | .. | .. | .. | .. |
| | | | | *Paid Probationers.* | | | | | | | | |
| 7 | 35 | 35 | 245 | 5 | 50 | 50 | 5 | 275 | .. | .. | .. | .. |
| .. | .. | .. | .. | 4 | 40 | 40 | 5 | 180 | .. | .. | .. | .. |
| 51 | .. | .. | 4,040 | 56 | .. | .. | .. | 5,454·3 | 56 | .. | .. | 6,449·7 |

## *Central Circle.*

| Pre-war. | | | | Present. | | | | | Proposed by P. M. G. | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | Total cost. | No. | Grade. | Average pay. | Rate of W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. |
| | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. |
| 1 | 200—300 | 275 | 275 | 1 | 200—300 | 275 | 14 | 289 | 1 | 200—300 | 275 | 275 |
| 2 | 150—200 | 187½ | 375 | 3 | 150—200 | 187½ | 9 | 589·5 | 3 | 150—200 | 187½ | 562·5 |
| 1 | 125 | 125 | 125 | 6 | 100—150 | 137½ | 7 | 867 | 6 | 100—150 | 137½ | 825 |
| 2 | 100—150 | 137½ | 275 | 27 | 40—4—100 | 75 | 6 | 2,187 | 25 | 50—5—120 | 92 | 2,300 |
| 6 | 100 | 100 | 600 | 3 | 100 | 100 | 5 | 315 | 31 | 40—4—100 | 75 | 2,325 |
| 1 | 80—100 | 95 | 95 | 2 | 80 | 80 | 4 | 168 | .. | .. | .. | .. |
| | | | | | | | | | *Paid Probationers.* | | | |
| 5 | 80 | 80 | 400 | 2 | 70 | 70 | 6 | 152 | 6 | 30 | 30 | 180 |
| 1 | 75 | 75 | 75 | 3 | 60 | 60 | 6 | 198 | .. | .. | .. | .. |
| 5 | 70 | 70 | 350 | 6 | 50 | 50 | 5 | 330 | .. | .. | .. | .. |
| 5 | 60 | 60 | 300 | 7 | 40 | 40 | 5 | 315 | .. | .. | .. | .. |
| 9 | 50 | 50 | 450 | 6 | 30 | 30 | 4* | 222 | .. | .. | .. | .. |
| 8 | 40 | 40 | 320 | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| | | | | *Paid Probationers.* | | | | | | | | |
| 1 | 35 | 35 | 35 | 6 | 30 | 30 | 4* | 222 | .. | .. | .. | .. |
| 8 | 30 | 30 | 240 | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| 4 | 25 | 25 | 100 | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| *Paid Probationers.* | | | | | | | | | | | | |
| 4 | 20 | 20 | 80 | .. | .. | .. | .. | .. | .. | .. | .. | .. |
| 63 | .. | .. | 4,025 | 72 | .. | .. | .. | 5,854·5 | 72 | .. | .. | 6,467·5 |

**Plus* Rs. 3 Grain Compensation Allowance.

## *Madras.*

| Pre-war. | | | | Present. | | | | | Proposed by P. M. G. | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | Total cost. | No. | Grade. | Average pay. | Rate of W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. |
| | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. |
| 1 | 200—300 | 275 | 275 | 1 | 300—400 | 375 | 19 | 394 | 1 | 300—400 | 375 | 375 |
| 2 | 150—200 | 187½ | 375 | 1 | 2 00—300 | 275 | 14 | 289 | 1 | 200—300 | 275 | 275 |
| 1 | 125 | 125 | 125 | 5 | 150—200 | 187½ | 9 | 982·5 | 8 | 150—200 | 187½ | 1,500 |
| 4 | 100—150 | 137½ | 550 | 7 | 100—150 | 137½ | 7 | 1,011·5 | 5 | 100—150 | 137½ | 687·5 |
| 8 | 100 | 100 | 800 | 52 | 40—4—100 | 75 | 4 | 4,108 | 52 | 50—5—130 | 95·3 | 4,955·6 |
| 6 | 80 | 80 | 480 | 2 | 100 | 100 | 5 | 210 | 46 | 45—5—120 | 88·7 | 4,080·2 |
| 4 | 75 | 75 | 300 | 3 | 80 | 80 | 4 | 252 | | | | |
| 7 | 70 | 70 | 490 | 5 | 70 | 70 | 6 | 380 | | | | |
| 9 | 60 | 60 | 540 | 6 | 60 | 60 | 6 | 396 | | | | |
| 15 | 50 | 50 | 750 | 9 | 50 | 50 | 5 | 495 | | | | |
| 16 | 40 | 40 | 640 | 10 | 40 | 40 | 5 | 450 | | | | |
| 20 | 30 | 30 | 600 | 12 | 30 | 30 | 4* | 444 | | | | |
| 2 | 25 | 25 | 50 | .. | .. | .. | .. | .. | | | | |
| 7 | 20 | 20 | 140 | 5 *Paid Proba-tioners.* | | 30 | 30 | 4* | 185 | 5 | 30 | 30 | 150 |
| 5 *Paid Probationers.* | 25 | 25 | 125 | 4 „ | | 25 | 25 | 4* | 128 | 4 | 25 | 25 | 100 |
| 4 „ | 20 | 20 | 80 | | | | | | | | | |
| 111 | | | 6,320 | 122 | | | | 9,725 | 122 | | | 12,123·3 |

**Plus* Rs. 3 as Grain Compensation Allowance.

## *Punjab and North-West Frontier Province.*

| Pre-war. | | | | Present. | | | | | Proposed by P. M. G. | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | Total cost. | No. | Grade. | Average pay. | Rate of W.A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. |
| | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. |
| 1 | 200—300 | 275 | 275 | 1 | 300—400 | 375 | 19 | 394 | 1 | 300—400 | 375 | 375 |
| 3 | 150—200 | 187½ | 562·5 | 1 | 200—300 | 275 | 14 | 289 | 3 | 200—300 | 275 | 825 |
| 4 | 100—150 | 137½ | 550 | 5 | 150—200 | 187½ | 9 | 982·5 | 7 | 150—200 | 187½ | 1,312·5 |
| 6 | 100 | 100 | 600 | 7 | 100—150 | 137½ | 7 | 1,011·5 | 11 | 100—150 | 137½ | 1,512·5 |
| 8 | 80 | 80 | 640 | 10 | 100 | 100 | 5 | 1,050 | 55 | 50—5—100 | 83⅓ | 4,583·3 |
| 4 | 75 | 75 | 300 | 15 | 80 | 80 | 4 | 1,260 | 56 | 40—4—100 | 75 | 4,200 |
| 9 | 70 | 70 | 630 | 20 | 70 | 70 | 6 | 1,520 | | | | |
| 12 | 60 | 60 | 720 | 22 | 60 | 60 | 6 | 1,452 | | | | |
| 20 | 50 | 50 | 1,000 | 25 | 50 | 50 | 5 | 1375 | | | | |
| 21 | 40 | 40 | 840 | 26 | 40 | 40 | 5 | 1,170 | | | | |
| 2 | 35 | 35 | 70 | | | | | | | | | |
| 17 | 30 | 30 | 510 | | | | | | | | | |
| *Paid Probationers.* | | | | *Paid Probationers.* | | | | | *Paid Probationers.* | | | |
| 10 | 20 | 20 | 200 | 12 | 30 | 30 | 4* | 456 | 12 | 30 | 30 | 360 |
| 117 | .. | .. | 6,897·5 | 144 | .. | .. | .. | 10,960 | 145 | .. | .. | 13,168·3 |

* *Plus* Rs. 4 as Grain Compensation Allowance.

*United Provinces.*

| Pre-war. | | | | Present. | | | | | Proposed by P. M. G. | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | Total cost. | No. | Grade. | Average pay. | Rate of W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. |
| | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. |
| 1 | 200—300 | 275 | 275 | 1 | 300—400 | 375 | 19 | 394 | .. | .. | .. | .. |
| 2 | 150—200 | 187½ | 375 | 1 | 200—300 | 275 | 14 | 289 | | | | |
| 1 | 125 | 125 | 125 | 2 | 150—200 | 187½ | 9 | 393 | | | | |
| 3 | 100—150 | 137½ | 412·5 | 4 | 100—150 | 137½ | 7 | 578 | No proposal made by the P. M. G. | | | |
| 7 | 100 | 100 | 700 | 7 | 100 | 100 | 5 | 735 | .. | .. | .. | .. |
| 5 | 80 | 80 | 400 | 9 | 80 | 80 | 4 | 756 | | | | |
| 2 | 75 | 75 | 150 | 11 | 70 | 70 | 6 | 836 | | | | |
| 6 | 70 | 70 | 420 | 14 | 60 | 60 | 6 | 924 | | | | |
| 9 | 60 | 60 | 540 | 16 | 50 | 50 | 5 | 880 | | | | |
| 15 | 50 | 50 | 750 | 18 | 40 | 40 | 5 | 810 | | | | |
| 14 | 40 | 40 | 560 | 20 | 30 | 30 | 4* | 740 | | | | |
| 2 | 35 | 35 | 70 | .. | .. | .. | .. | .. | | | | |
| 17 | 30 | 30 | 510 | .. | .. | .. | .. | .. | | | | |
| 6 | 25 | 25 | 150 | .. | .. | .. | .. | .. | | | | |
| *Paid Probationers* 8 | 20 | 20 | 160 | *Paid Probationer* 10 | 20 | 20 | 3* | 260 | | | | |
| 98 | .. | .. | 5,597·5 | 113 | .. | .. | .. | 7,595 | | | | |

**Plus* Rs. 3 as grain Compensation allowance.

3. In some cases the authors of these proposals would appear to have lost sight completely of the substantial increases which have been sanctioned in the last year or two, and to have treated the present scale as though it were the pre-war scale. On no other assumption can such of the recommendations as would double, and more than double, the pre-war scale of pay be explained. The following figures are instructive in more ways than one :—

| | Pre-war average. | Present average. | Average proposed by Postmaster-General. |
|---|---|---|---|
| | Rs. | Rs. | Rs. |
| Bengal and Assam .. .. .. .. | 58·2 | 84·6 | 120·1 |
| Bombay .. .. .. .. .. | 72·6 | 85·9 | 115·9 |
| Bihar and Orissa .. .. .. .. | 57·2 | 78·9 | 113·75 |
| Burma .. .. .. .. .. | 79·2 | 97·4 | 115·2 |
| Central .. .. .. .. .. | 65·0 | 81·3 | 89·8 |
| Madras .. .. .. .. .. | 56·9 | 79·7 | 99·4 |
| Punjab and North-West Frontier .. .. | 58·9 | 76·1 | 91.5 |
| United Provinces .. .. .. .. | 57·1 | 67·2 | No proposal received. |

Pre-war average was rational, the average pay being about equal in Bengal, Bihar, Madras, the Punjab and the United Provinces, slightly better in the Central Circle, and well above the rest in Bombay and Burma. The better scale of the Central Circle was probably accidental, but otherwise things were as they might be expected to be, having regard to the fact that in Bombay and Rangoon the scale of salaries is relatively high in all Departments. With the changes which have been introduced during the war the position has been largely altered, Bengal has left

Bihar, Madras, the Punjab and the United Provinces far behind, and has all but caught up Bombay, and the United Provinces has got far less than Provinces with which before the war it was equal. As regards proposals of Postmasters-General, Bengal, which has already received more than any other Province, is most extravagant in its demands.

4. While in our opinion the organisation of these offices is defective, we feel that it is not within our province, except as regards one point, to criticise it or to propose radical changes in this respect. The exception is the division of the establishments into so-called A. & B. cadres, the former consisting of clerks recruited specifically for work requiring a higher order of intelligence, the latter for the more machine-like work such as that of typists, registry clerks, etc. This system of a higher and lower cadre is sound and business-like enough in the case of an office which offers to the more highly educated recruit an appreciably better start than that offered to men joining at the bottom of the scale. The Government of India Secretariats secure for their upper division men of a distinctly superior type by offering such men Rs. 175 a month to start with instead of Rs. 80, and similarly the Audit offices recruit for their subordinate account service by offering Rs. 120 to Rs. 150, men of *calibre* quite different from that of the clerk who enters on Rs. 40, 45 or 50. But the " A " and " B " cadres of offices of Postmasters-General, one beginning on Rs. 40, the other on Rs. 50 or, as in some cases, both on Rs. 40, are a travesty of this system. Men recruited for the " A " cadre will not be, and cannot be expected to be, so unquestionably better than those recruited for the " B " cadre as are the upper grade than the lower grade of recruits in the Secretariat and Audit offices. This being so, the purpose of the system is not fulfilled and no advantage accrues from it. On the other hand, there are its disadvantages, namely the risk of favouritism, the discouragement of a large proportion of the staff by stamping them inferior, the tendency to admit as good enough for the lower division any one who offers himself, and the division of the office against itself. Admitting that in offices of Postmasters-General, as elsewhere, a stiffening of well-educated men is essential, and also that provision should be made to prevent the advancement of clerks to pay which is disproportionate to their value, we do not think that anything so drastic as a clear-cut division of the establishment is necessary. The first of these objects can be attained by appointing graduates and others with special qualifications on an initial pay higher than the minimum, and the other by applying the restriction of an efficiency bar, *i.e.*, by stopping promotion beyond a reasonable limit of a clerk who is not fit for other than merely routine work.

5. In our proposals which are set out in the following statements comparing the scale we recommend with the present scale, we have in the case of the more highly paid staff suggested no more than a small increase to provide for the absorption of the war allowance. We should have proposed no increase at all were it not that, as has already been pointed out, most of these men received no immediate benefit from the recent revisions, and the discontinuance of war allowance, without compensation in the form of slightly enhanced pay, would constitute a hardship. We have aimed at restoring the equality which existed in the average pay of these offices before the war, and in order to effect this it has been found necessary in the case of some of the offices to propose a small increase of the number of appointments of the higher grades. For appointments of the lower grades we have in every case, except that of Patna, adopted the scale proposed by us for the clerks of the Post Office at the place where the Postmaster-General's office is located. Exception is made in the case of Patna for the reason that the Post Office there is an office of the second class, and we do not think that the scale of pay of such an office would be suitable for the office of a Postmaster-General. We have also, following our suggestions in the case of the Post Offices, proposed the abolition of the grade of probationer, as such, the number of appointments in the lower grade, that is, on the time-scale, being increased by a number equal to the number of probationers abolished. The financial effect of this part of our proposals is an increase of Rs. 2,04,081 a year.

*Bengal and Assam Circle.*

| Present. | | | | | Proposed by the Committee. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| 1 | 300—20—400 | 375 | 19 | 394 | 1 | 325—20—425 | 400 | 400 | |
| 3 | 200—20—300 | 275 | 14 | 867 | 3 | 220—20—320 | 295 | 885 | |
| 6 | 150—10—200 | 187·5 | 9 | 1,179 | 6 | 170—10—220 | 207·5 | 1,245 | |
| 15 | 100—10—150 | 137·5 | 7 | 2,167·5 | 16 | 145—5—170 | 163·75 | 2,620 | |
| 71 | 40—4—100 | 75 | 4 | 5,609 | 149 | 45—45—50—3—65—4—105—5—140 (with efficiency bars at 73 and 105 stages.) | 84·2 | 12,546 | |
| 3 | 100 | 100 | 5 | 315 | | | | | |
| 7 | 80 | 80 | 4 | 588 | | | | | |
| 8 | 70 | 70 | 6 | 608 | | | | | |
| 16 | 60 | 60 | 6 | 1,056 | | | | | |
| 16 | 50 | 50 | 5 | 880 | | | | | |
| 19 | 40 | 40 | 5 | 855 | | | | | |
| | *Paid probationers.* | | | | | | | | |
| 1 | 30 | 30 | 4 | 34 | | | | | |
| 9 | 25 | 25 | 4 | 261 | | | | | |
| 175 | Total .. | .. | .. | 14,813·5 | 175 | | .. | 17,696 | 2,882·5 |

*Bombay Circle.*

| Present. | | | | | Proposed by the Committee. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| 1 | 300—20—400 | 375 | 19 | 394 | 1 | 325—20—425 | 400 | 400 | |
| 2 | 200—20—300 | 275 | 14 | 578 | 2 | 220—20—320 | 295 | 590 | |
| 6 | 150—10—200 | 187·5 | 9 | 1,179 | 6 | 170—10—220 | 207·5 | 1,245 | |
| 12 | 100—10—150 | 137·5 | 7 | 1,734 | 12 | 145—5—170 | 163·75 | 1,965 | |
| 60 | 50—5—100 | 83⅓ | 6½ | 5,375 | 145 | 50—50—60—3—105—5—140 (with efficiency bars at 81 and 105 stages.) | 89·2 | 12,934 | |
| 2 | 100 | 100 | 7½ | 215 | | | | | |
| 6 | 80 | 80 | 12 | 552 | | | | | |
| 7 | 70 | 70 | 10½ | 563·5 | | | | | |
| 14 | 60 | 60 | 15 | 1050 | | | | | |
| 13 | 50 | 50 | 12½ | 812·5 | | | | | |
| 16 | 40 | 40 | 10 | 800 | | | | | |
| | *Paid probationers.* | | | | | | | | |
| 27 | 30 | 30 | 7½ | 1,012·5 | | | | | |
| 166 | Total .. | .. | .. | 14,265·5 | 166 | | .. | 17,134 | 2,868·5 |

## *Bihar and Orissa Circle.*

| Present. | | | | | Proposed by the Committee. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | |
| 1 | 200—20—300 | 275 | 14 | 289 | 1 | 220—20—320 | 295 | 295 | |
| 2 | 150—10—200 | 187·5 | 9 | 393 | 3 | 170—10—220 | 207·5 | 622·5 | |
| 5 | 100—10—150 | 137·5 | 7 | 722·5 | 5 | 145—5—170 | 163·75 | 818·75 | |
| 23 | 40—4—100 | 75 | 4 | 1,817 | 55 | 40—40—45—3—54—4—130 (with efficiency bars at 70 and 102 stages). | 79·7 | 4,383·5 | |
| 2 | 100 | 100 | 5 | 210 | | | | | |
| 3 | 80 | 80 | 4 | 252 | | | | | |
| 3 | 70 | 70 | 6 | 228 | | | | | |
| 4 | 60 | 60 | 6 | 264 | | | | | |
| 5 | 50 | 50 | 5 | 275 | | | | | |
| 6 | 40 | 40 | 5 | 270 | | | | | |
| 6 | 30 | 30 | 4+3* | 222 | | | | | |
| | *Paid probationers.* | | | | | | | | |
| 4 | 20 | 20 | 3+3* | 104 | | | | | |
| 64 | Total .. | .. | .. | 5,046·5 | 64 | .. | .. | 6,119·75 | 1,073·25 |

* Grain Compensation allowance.

## *Burma Circle.*

| Present. | | | | | Proposed by the Committee. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| 1 | 300—20—400 | 375 | 19 | 394 | 1 | 325—20—425 | 400 | 400 | |
| 1 | 200—20—300 | 275 | 14 | 289 | 1 | 220—20—320 | 295 | 295 | |
| 2 | 150—10—200 | 187·5 | 9 | 393 | 2 | 170—10—220 | 207·5 | 415 | |
| 6 | 100—10—150 | 137·5 | 7 | 867 | 6 | 145—5—170 | 163·75 | 982·5 | |
| 17 | 60—4—100 | 86⅔ | 4 | 1,541·3 | 46 | 50—50—60—3—105—5—140 (with efficiency bars at 81 and 105 stages.) | 89·2 | 4,103·2 | |
| 3 | 100 | 100 | 5 | 315 | | | | | |
| 4 | 80 | 80 | 4 | 336 | | | | | |
| 5 | 70 | 70 | 6 | 380 | | | | | |
| 4 | 60 | 60 | 6 | 264 | | | | | |
| 4 | 50 | 50 | 5 | 220 | | | | | |
| | *Paid probationers.* | | | | | | | | |
| 5 | 50 | 50 | 5 | 275 | | | | | |
| 4 | 40 | 40 | 5 | 180 | | | | | |
| 56 | Total .. | .. | .. | 5,454·3 | 56 | .. | .. | 6,195·7 | 741·4 |

## *Central Circle.*

| Present. | | | | | Proposed by the Committee. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| 1 | 200—20—300 | 275 | 14 | 289 | 1 | 220—20—320 | 295 | 295 | |
| 3 | 150—10—200 | 187·5 | 9 | 589·5 | 3 | 170—10—220 | 207·5 | 622·5 | |
| 6 | 100—10—150 | 137·5 | 7 | 867 | 7 | 145—5—170 | 163·75 | 1,146·25 | |
| 27 | 40— 4—100 | 75 | 6 | 2,187 | 61 | 40—40—45—3—54—4—130. | 79·7 | 4,861·7 | |
| 3 | 100 | 100 | 5 | 315 | | (with efficiency bars at 70 and 102 stages). | | | |
| 2 | 80 | 80 | 4 | 168 | | | | | |
| 2 | 70 | 70 | 6 | 152 | | | | | |
| 3 | 60 | 60 | 6 | 198 | | | | | |
| 6 | 50 | 50 | 5 | 330 | | | | | |
| 7 | 40 | 40 | 5 | 315 | | | | | |
| 6 | 30 | 30 | 4+3* | 222 | | | | | |
| | *Paid Probationers.* | | | | | | | | |
| 6 | 30 | 30 | 4+3* | 222 | | | | | |
| 72 | Total. | .. | .. | 5,854·5 | 72 | .. | .. | 6,925·45 | 1,070·95 |

*Grain Compensation Allowance.

## *Madras Circle.*

| Present. | | | | | Proposed by the Committee. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | W. A. | Total Cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| 1 | 300—20—400 | 375 | 19 | 394 | 1 | 325—20—425 | 400 | 400 | |
| 1 | 200—20—300 | 275 | 14 | 289 | 1 | 220—20—320 | 295 | 295 | |
| 5 | 150—10—200 | 187·5 | 9 | 982·5 | 5 | 170—10—220 | 207·5 | 1,037·5 | |
| 7 | 100—10—150 | 137·5 | 7 | 1,011·5 | 7 | 145—5—170 | 163·75 | 1,146·25 | |
| 52 | 40—4—100 | 75 | 4 | 4,108 | 108 | 45—45—50—3—65—4—105—5—140 | 84·2 | 9,093·6 | |
| 2 | 100 | 100 | 5 | 210 | | | | | |
| 3 | 80 | 80 | 4 | 252 | | (with efficiency bars at 73 and 105 stages). | | | |
| 5 | 70 | 70 | 6 | 330 | | | | | |
| 6 | 60 | 60 | 6 | 396 | | | | | |
| 9 | 50 | 50 | 5 | 495 | | | | | |
| 10 | 40 | 40 | 5 | 450 | | | | | |
| 12 | 30 | 30 | 4+3† | 444 | | | | | |
| | *Paid Probationers.* | | | | | | | | |
| 5 | 30 | 30 | 4+3† | 185 | | | | | |
| 4 | 25 | 25 | 4+3† | 128 | | | | | |
| 122 | Total. | .. | .. | 9,725 | 122 | | .. | 11,972·35 | 2,247·35 |

†Grain Compensation Allowance.

## *Punjab and North-West Frontier Circle.*

| Present. | | | | | Proposed by the Committee. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| 1 | 300—20—400 | 375 | 19 | 394 | 1 | 325—20—425 | 400 | 400 | |
| 1 | 200—20—300 | 275 | 14 | 289 | 1 | 220—20—320 | 295 | 295 | |
| 5 | 150—10—200 | 187·5 | 9 | 982·5 | 5 | 170—10—220 | 207·5 | 1,037·5 | |
| 7 | 100—10—150 | 137·5 | 7 | 1,011·5 | 7 | 145—5—170 | 163·75 | 1,146·25 | |
| 10 | 100 | 100 | 5 | 1,050 | 130 | 45—45—50—3—65—4—105—5—140 | 84·2 | 10,946 | |
| 15 | 80 | 80 | 4 | 1,260 | | (With efficiency bars at 73 and 105 stages.) | | | |
| 20 | 70 | 70 | 6 | 1,520 | | | | | |
| 22 | 60 | 60 | 6 | 1,452 | | | | | |
| 25 | 50 | 50 | 5 | 1,375 | | | | | |
| 26 | 40 | 40 | 5 | 1,170 | | | | | |
| | *Paid Probationers.* | | | | | | | | |
| 12 | 30 | 30 | 4+4* | 456 | | | | | |
| 144 | Total | .. | .. | 10,960 | 144 | | .. | 13,824·75 | 2,864·75 |

* Grain Compensation Allowance.

## *Untied Provinces Circle.*

| Present. | | | | | Proposed by the Committee. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| 1 | 300—20—400 | 375 | 19 | 394 | 1 | 325—20—425 | 400 | 400 | |
| 1 | 200—20—300 | 275 | 14 | 289 | 1 | 220—20—320 | 295 | 295 | |
| 2 | 150—10—200 | 187·5 | 9 | 393 | 5 | 170—10—220 | 207·5 | 1,037·5 | |
| 4 | 100—10—150 | 137·5 | 7 | 578 | 8 | 145—5—170 | 163·75 | 1,310 | |
| 7 | 100 | 100 | 5 | 735 | 98 | 40—40—45—3—54—4—130. | 79·7 | 7,810·6 | |
| 9 | 80 | 80 | 4 | 756 | | | | | |
| 11 | 70 | 70 | 6 | 836 | | (with efficiency bars at 70 and 102 stages.) | | | |
| 14 | 60 | 60 | 6 | 924 | | | | | |
| 16 | 50 | 50 | 5 | 880 | | | | | |
| 18 | 40 | 40 | 5 | 810 | | | | | |
| 20 | 30 | 30 | 3+4† | 740 | | | | | |
| | *Paid Probationers.* | | | | | | | | |
| 10 | 20 | 20 | 3+3† | 260 | | | | | |
| 113 | Total .. | .. | .. | 7,595 | 113 | .. | .. | 10,853·1 | 3,258·1 |
| | Grand Total | .. | .. | .. | .. | .. | .. | .. | 17,006·8 a month or Rs. 2,04,081 per annum. |

† Grain Compensation Allowance.

6. The average pay of each of the offices under our proposals compares as follows with the average as proposed by the Postmaster-General.

| | P. M. G. | Committee. |
|---|---|---|
| Burma .. .. .. .. .. | 115·2 | 110·6 |
| Bombay .. .. .. .. .. | 115·9 | 103·2 |
| Bengal and Assam .. .. .. .. | 120·1 | 101·6 |
| Madras .. .. .. .. .. | 99·4 | 98·1 |
| Central .. .. .. .. .. | 89·8 | 96·2 |
| Punjab and North-West Frontier .. .. .. | 91·5 | 96 |
| United Provinces .. .. .. .. | | 96 |
| Bihar and Orissa .. .. .. .. | 113·75 | 95·6 |

*Inferior Servants.*

7. The following statements show the pre-war pay, present pay and allowances, the proposals of the Postmasters-General, and the recommendations of the Committee in respect of the inferior servants of the offices of the Postmasters-General :—

*Bengal and Assam Circle.*

| Class. | Pre-war pay. | | Present pay and allowances. | | P. M. G's. proposals. | | Committee's recommendations. | | Remarks. |
|---|---|---|---|---|---|---|---|---|---|
| | Min. | Max. | Min. | Max. | Scale of pay. | No. | No. | Scale of pay. | |
| | Rs. | Rs. | Rs. | Rs. | Rs. | | | Rs. | |
| Markman .. .. .. | .. | 20 | .. | 29 | 30—$\frac{1}{3}$—35 | 1 | 1 | 30 | |
| Rem-printer operator .. | .. | .. | .. | 29 | 30—$\frac{1}{2}$—40 | 1 | 1 | 30 | |
| Duftries .. .. .. | 12 | 20 | 15 | 24 | 20—1—30 | 7 | 7 | 20—$\frac{1}{5}$—25 | |
| Form-suppliers .. .. | 12 | 15 | 19 | 24 | 25—1—40 | 7 | 7 | 20—$\frac{1}{5}$—25 | |
| Jemadar .. .. .. | .. | 12—15 | .. | 18 | 20—1—30 | 1 | 1 | 20 | |
| Peons .. .. .. | 8 | 12 | 13 | 17 | 15—$\frac{1}{2}$—25 | 40 | 40 | 15—$\frac{1}{5}$—20 | |
| Durwans .. .. .. | .. | 10 | .. | 13 | 15—$\frac{1}{2}$—25 | 4 | 4 | 15—$\frac{1}{5}$—20 | |
| Packers .. .. .. | 9 | 11 | 13 | 15 | 15—$\frac{1}{2}$—25 | 14 | 14 | 15—$\frac{1}{5}$—20 | |
| Farashes .. .. .. | 8 | 12 | 12 | 15 | 15—$\frac{1}{3}$—20 | 6 | 6 | 15—$\frac{1}{5}$—20 | |

*Bihar and Orissa Circle.*

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| Form-suppliers .. .. | 12 | 14 | 22 | 24 | 15—$\frac{3}{5}$—30 | 3 | 3 | 20—$\frac{1}{5}$—25 | |
| Marker .. .. | .. | 15 | .. | 21 | 15—$\frac{3}{5}$—30 | 1 | 1 | 20—$\frac{1}{5}$—25 | |
| Jemadar .. .. .. | .. | 15 | .. | 21 | 15—$\frac{1}{4}$—20 | 1 | 1 | 20 | Personal allowance of Re. 1 for present incumbent. |
| Duftries .. .. .. | 12 | 15 | 16 | 21 | 15—$\frac{3}{5}$—30 | 3 | 3 | 20—$\frac{1}{5}$—25 | |
| Durwan .. .. .. | .. | 9 | .. | 15 | 15—$\frac{3}{5}$—30 | 1 | 1 | 14—$\frac{1}{5}$—19 | |
| Farashes .. .. .. | .. | 8 | .. | 14 | Do. | 2 | 2 | 14—$\frac{1}{5}$—19 | |
| Peons .. .. .. | 8 | 10 | 15 | 17 | Do. | 18 | 18 | 14—$\frac{1}{5}$—19 | |
| Packers .. .. .. | 9 | 10 | 16 | 17 | Do. | 4 | 4 | 14—$\frac{1}{5}$—19 | |
| Chowkidars .. .. .. | .. | 9 | .. | 15 | Do. | 2 | 2 | 14—$\frac{1}{5}$—19 | |

## *Burma Circle.*

| Class. | Pre-war pay. | | Present pay and allowances. | | P. M. C.'s Proposals. | | Committee's Recommendations. | | Remarks. |
|---|---|---|---|---|---|---|---|---|---|
| | Min. | Max. | Min. | Max. | Scale of pay. | No. | No. | Scale of pay. | |
| | Rs. | Rs. | Rs. | Rs. | Rs. | | | Rs. | |
| Duftries .. .. .. | .. | 25 | 23 | 29 | 22—$\frac{2}{5}$—30 | 2 | 2 | 25—$\frac{1}{5}$—30 | |
| Form-suppliers .. .. | .. | .. | .. | 29 | Do. | 1 | 1 | 25—$\frac{1}{5}$—30 | |
| Jemadar .. .. .. | .. | 20 | .. | 29 | Do. | 1 | 1 | 30 | |
| Peons .. .. .. | 12 | 18 | 17 | 23 | 19—$\frac{1}{5}$—25 | 19 | 19 | 20—$\frac{1}{5}$—25 | |
| Packers .. .. .. | 15 | 16 | 19 | 23 | Do. | 5 | 5 | 20—$\frac{1}{5}$—25 | |
| Chowkidar .. .. .. | .. | 15 | .. | 18 | Do. | 1 | 1 | 20—$\frac{1}{5}$—25 | |
| Durwan .. .. .. | .. | 15 | .. | 18 | Do. | 1 | 1 | 20—$\frac{1}{5}$—25 | |
| Farashes .. .. .. | .. | 12 | 16 | 17 | Do. | 2 | 2 | 20—$\frac{1}{5}$—25 | |

## *Bombay Circle.*

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| Duftries, pressmen and binders | .. | .. | 22 | 31 | 25—1—45 | 16 | 16 | 25—$\frac{1}{5}$—30 | |
| Havildar .. .. .. | .. | 16 | .. | 31 | 25—1—45 | 1 | 1 | 32 | |
| Peons, hamals and machinemen and other menials. | 9 | 14 | 18 | 24 | 20—$\frac{1}{2}$—30 | 62 | 62 | 20—$\frac{1}{2}$—27 *plus* house rent of Rs. 7 in all above cases. | |

## *Central Circle.*

| | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|
| Duftry .. .. .. | 15 | 15 | 19½ | 19½ | 21—1—26 | 1 | 1 | 20—$\frac{1}{5}$—25 | |
| Jemadar .. .. .. | 12 | 15 | 15½ | 19½ | 21—1—26 | 1 | 1 | 20 | |
| Form-suppliers .. .. | 10 | 10 | 13½ | 15½ | 17—$\frac{1}{5}$—21 | 3 | 3 | 15—$\frac{1}{5}$—20 | |
| Peons .. .. .. | 7 | 10 | 12½ | 14½ | 17—$\frac{1}{5}$—21 | 16 | 16 | 14—$\frac{1}{5}$—19 | |
| Packers .. .. | 9 | 9 | 12½ | 12½ | | | 5 | 14—$\frac{1}{5}$—19 | |
| Chowkidar .. .. | 9 | 9 | 12½ | 12½ | | | 1 | 14—$\frac{1}{5}$—19 | |
| Cooly .. .. .. | 7 | 9 | 12½ | 12½ | 15—$\frac{1}{4}$—20 | 9 | 2 | 14—$\frac{1}{5}$—19 | |
| Farash .. .. .. | 8 | 8 | 12½ | 12½ | | | 1 | 14—$\frac{1}{5}$—19 | |
| Waterman .. .. | 7 | 7 | 10½ | 10½ | .. | .. | 1 | 14—$\frac{1}{5}$—19 with Re. 1 Local Allowance to each. | |

*United Provinces Circle.*

| Class. | Pre-war pay. | | Present pay and allowances. | | Postmaster-General's Proposals. | | Committee's Recommendations. | | Remarks. |
|---|---|---|---|---|---|---|---|---|---|
| | Min. | Max. | Min. | Max. | Scale of pay. | No. | No. | Scale of pay. | |
| | Rs. | Rs. | Rs. | Rs. | | | | Rs. | |
| Jemadar .. .. .. | 12 | 12 | 19½ | 19½ | | | 1 | 20 *plus* house rent allowance Re. 1. | |
| Peons .. .. .. | 7 | 12 | 12½ | 15½ | | | 26 | 14—$\frac{1}{6}$—19. *plus* house rent allowance Re. 1 each. | |
| Farash .. .. .. | 6 | 6 | 11½ | 11½ | | | 2 | 14—$\frac{1}{6}$—19 *plus* house rent allowance Re. 1 each. | |
| Carpenter .. .. | 15 | 15 | 20½ | 20½ | | | | Excluded. | |
| Packer .. .. .. | 7 | 10 | 11½ | 14½ | | | 3 | 14—$\frac{1}{6}$—19 *plus* house rent allowance Re. 1 each. | |
| Duftry .. .. .. | 10 | 15 | 17½ | 23 | | | 3 | 20—$\frac{1}{5}$—25 *plus* house rent allowance Re. 1 each. | |
| Record-supplier .. .. | 10 | 10 | 18½ | 18½ | Nil. | | 1 | 20—$\frac{1}{5}$—25 *plus* house rent allowance Re. 1 each. | |
| Chowkidar .. .. | 6 | 6 | 11½ | 11½ | | | 2 | 14—$\frac{1}{6}$—19 *plus* house rent allowance Re. 1 each. | |
| Marker .. .. .. | 8 | 8 | 12½ | 12½ | | | 1 | 14—$\frac{1}{6}$—19 *plus* house rent allowance Re. 1 each. | |
| Compositor .. .. | 10 | 30 | 24 | 24 | | | 1 | 20—$\frac{1}{5}$—25 *plus* house rent allowance Re. 1 each. | |
| Boy peon .. .. .. | 5 | 5 | 11½ | 11½ | | | 1 | 8—$\frac{1}{8}$—9 *plus* house rent allowance Re. 1 each. | |

## *Madras Circle.*

| Class. | Pre-war pay. | | Present pay. | | Postmaster-General's Proposals. | | Committee's Recommendations. | | Remarks. |
|---|---|---|---|---|---|---|---|---|---|
| | Min. | Max. | Min. | Max. | Scale of pay. | No. | No. | Scale of pay. | |
| | Rs. | Rs. | Rs. | Rs. | Rs. | | | Rs. | |
| Duftry .. .. .. | 12 | 17 | 15½ | 23 | | | 4 | 20—$\frac{1}{5}$—25 | |
| Attender .. .. .. | 10 | 15 | 13½ | 20½ | | | 11 | 20—$\frac{1}{5}$—25 | |
| Jemadar .. .. .. | 15 | 15 | 20½ | 20½ | | | 1 | 20 | |
| Peon .. .. .. | 8 | 10 | 12½ | 18½ | | | 36 | 15—$\frac{1}{5}$—20 | |
| Chowkidar .. .. | 9 | 9 | 13½ | 13½ | 30—$\frac{1}{2}$—40 | 1 | 3 | 15—$\frac{1}{5}$—20 | |
| Markers .. .. | 17 | 17 | 26 | 26 | 25—$\frac{1}{2}$—30 | 1 | 1 | 25—$\frac{1}{5}$—30 | |
| Form-suppliers .. .. | 10 | 15 | 13½ | 19½ | 17—$\frac{1}{2}$—30 | 23 | 7 | 20—$\frac{1}{5}$—25 | |
| Packer .. .. .. | 9 | 12 | 13½ | 15½ | 17—$\frac{1}{5}$—25 | 51 | 12 | 15—$\frac{1}{5}$—20 | |
| Carpenter .. .. | 20 | 20 | 26 | 26 | 17—$\frac{1}{4}$—23 | 6 | | Excluded. | |
| Cooly .. .. .. | 10 | 10 | 13½ | 14½ | | | | | |
| **Punjab and North-West Frontier Circle.** | | | | | | | | | |
| Record Lifter .. .. | .. | .. | 33 | 33 | 30—$\frac{3}{5}$—40 | 8 | 8 | 30—$\frac{1}{5}$—35 | |
| Duftry .. .. .. | 8 | 18 | 16½ | 27 | 18—$\frac{2}{3}$—30 *plus* local allowance Rs. 2-8-0 each. | 10 | 10 | 20—$\frac{1}{5}$—25 | |
| Jemadar .. .. .. | 15 | 15 | 24 | 24 | | | 1 | 24 | |
| Peon .. .. .. | 7 | 11 | 15¼ | 16½ | | | 39 | 17—$\frac{1}{5}$—22 | |
| Counter .. .. .. | 8 | 8 | 15½ | 15½ | 15—$\frac{1}{5}$—20 *plus* local allowance Rs. 2 each. | 59 | 2 | 17—$\frac{1}{5}$—22 | |
| Packer .. .. .. | 9 | 10 | 15½ | 16½ | | | 12 | 17—$\frac{1}{5}$—22 | |
| Chowkidar .. .. | 8 | 8 | 14½ | 14½ | | | 2 | 17—$\frac{1}{5}$—22 | |
| Farash .. .. .. | 8 | 8 | 14½ | 14½ | | | 3 | 17—$\frac{1}{5}$—22 | |
| Carpenter .. .. | 20 | 20 | 38 | 38 | 40 *Plus* local allowance Rs. 2-8-0. | 1 | | Excluded. | |
| Cooly .. .. .. | 8 | 8 | 14½ | 14½ | | | | | |
| Tindal .. .. .. | 12 | 12 | 18½ | 18½ | 15—$\frac{1}{5}$—20 *plus* local allowance Rs. 2 each. | 8 | | | |
| Khalasi .. .. .. | 9 | 9 | 14½ | 14½ | | | | | |

8. The financial effect of the foregoing recommendations in regard to inferior servants is an additional expenditure of Rs. 1,558·75 per mensem or Rs. 19,065 per annum.

9. Revision should, we think, be sanctioned with retrospective effect as from the 1st December 1919, and the benefit of counting previous service as proposed for clerks and inferior servants of the Post Office should be allowed to clerks brought on to the time-scale and to inferior servants in offices of Postmasters-General. In the case of appointments above the time-scale, initial pay should be determined as by the rules in the Civil Service Regulations, special treatment not being called for.

10. As regards local allowances our recommendations are that those clerks of the office of the Postmaster General, Bengal and Assam who are stationed at Shillong should continue to draw the existing allowance while the four clerks in the offices of the Postmasters-General, Bombay and Burma who are given local allowances in consideration of the fact that they were transferred from less expensive stations to Bombay and Rangoon, should continue to draw the local allowance of which they are in receipt, as a personal concession to be discontinued when the present incumbents retire.

## CHAPTER V.

### Offices of Deputy Postmasters-General, Railway Mail Service.

The administration of the Railway Mail Service is divided into three Circles each under an officer of the rank of Deputy Postmaster-General. The headquarters of the Circles are, Northern at Ambala, Eastern at Calcutta, and Western at Poona, and the total number of clerks employed in the three offices is 171.

2. The pay of these clerks has been increased on a fairly liberal scale within the last year or two, and of course they have been admitted to the war allowance. Including war allowance emoluments have been increased since 1914 to the extent shown below :—

| | Pre-war average. | Present average. | Increase per cent. |
|---|---|---|---|
| | Rs. | Rs. | Rs. |
| Northern Circle .. .. .. | 52·2 | 66·3 | 27 |
| Eastern Circle .. .. .. | 54·8 | 72·4 | 32·1 |
| Western Circle .. .. .. | 51·7 | 69·9 | 35·2 |

As in the case of the offices of Postmasters-General, much the greater part of the increase, in proportion of course, went to the 4 or 5 men at the top of each office, those lower down benefiting in a much smaller degree, and even in the case of the men at the top, the increase was almost entirely prospective. A man gains materially by promotion from Rs. 150—200 to Rs. 200—300, but if he is on the maximum of the lower grade, as most of these men probably were, the immediate gain is *nil*.

3. The Department is of opinion that like all other of its subordinates the clerks of the offices of Deputy Postmasters-General should be given a further increase of pay, and the Deputy Postmasters-General themselves would appear to have very liberal ideas regarding the value of the clerks of their offices. The proposals on the face of them suggest that the increases already sanctioned have been either lost sight of or disregarded as of no consequence. In the tabular statements which follow, the scales proposed by Deputy Postmasters-General are compared in detail with the pre-war scale and the present scale, but the sum and substance of the proposals is best shown by a comparison of the present and pre-war averages with the averages proposed by Deputy Postmasters-General :—

| | Pre-war. | Present. | Proposed by Deputy Postmasters-General. |
|---|---|---|---|
| | Rs. | Rs. | Rs. |
| Northern .. .. .. .. | 52·2 | 66·3 | 115·8 |
| Eastern .. .. .. .. | 54·8 | 72·4 | 131·4 |
| Western .. .. .. .. | 51·7 | 69·9 | 113·8 |

Manifestly proposals which allow to offices in Ambala and Calcutta a higher scale of pay than is allowed to a sister office in Poona are inadmissible, and further we are decidedly of opinion that increases on the scale proposed are not justified.

| Pre-war. | | | Present. | | | | Proposed by the Deputy Postmasters-General. | | |
|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Cost. | No. | Grade. | War and G. C. allowances. | Total cost. | No. | Grade or time-scale. | Total cost. |
| | | | | *Northern Circle.* | | | | | |
| | Rs. | Rs. | | Rs. | Rs. | Rs. | | Rs. | Rs. |
| 1 | 150—200 | 187·5 | 1 | 200—300 | 14 | 289 | 2 | 200—20—300 | 550 |
| 1 | 100—150 | 137·5 | 1 | 150—200 | 9 | 196·5 | 4 | 150—10—200 | 750 |
| 2 | 100 | 200 | 2 | 100—150 | 7 | 289 | 7 | 100—10—150 | 962·5 |
| 4 | 80 | 320 | 2 | 100 | 5 | 210 | 38 | 45—120 | 3,135 |
| 5 | 70 | 350 | 4 | 80 | 4 | 336 | | (Average 82·5) | |
| 5 | 60 | 300 | 5 | 70 | 6 | 380 | | Local allowance for 51 men @ Rs. 10 each. | 510 |
| 6 | 50 | 300 | 6 | 60 | 6 | 396 | | | |
| 9 | 40 | 360 | 10 | 50 | 5 | 550 | | | |
| 10 | 30 | 300 | 8 | 40 | 5 | 360 | | | |
| 3 | 25 | 75 | 7 | 30 | 4 | 238 | | | |
| *Paid Probationers* | | | | | | | | | |
| 4 | 20 | 80 | 5 | 20 | 3 + 4 | 135 | | | |
| 50 Total | .. | 2,610 | 51 | .. | .. | 3,379·5 | 51 | .. | 5,907·5 |
| | | | | *Western Circle.* | | | | | |
| 1 | 150—200 | 187·5 | 1 | 200—300 | 14 | 289 | 1 | 300—20—400 | 375 |
| 1 | 100—150 | 137·5 | 1 | 150—200 | 9 | 196·5 | 2 | 200—20—300 | 550 |
| 2 | 100 | 200 | 2 | 100—150 | 7 | 289 | 8 | 150—10—200 | 1,500 |
| 3 | 80 | 240 | 4 | 100 | 5 | 420 | 10 | 100—10—150 | 1,375 |
| 4 | 70 | 280 | 7 | 80 | 4 | 588 | 34 | 45—120 | 2,805 |
| 5 | 60 | 300 | 7 | 70 | 6 | 532 | | | |
| 6 | 50 | 300 | 8 | 60 | 6 | 528 | | | |
| 9 | 40 | 360 | 11 | 50 | 5 | 605 | | | |
| 9 | 30 | 270 | 7 | 40 | 5 | 315 | | | |
| 3 | 25 | 75 | 7 | 30 | 4 + 3 | 259 | | | |
| *Paid Probationers.* | | | | | | | | | |
| 4 | 20 | 80 | 4 | 20 | 4 + 3 | 108 | 4 | 27 | 108 |
| 47 Total | .. | 2,430 | 59 | .. | .. | 4,129·5 | 59 | .. | 6,713 |

Ex. no 48

108755

| Pre-war. | | | Present. | | | | Proposed by the Deputy Postmasters-General. | | |
|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Cost. | No. | Grade. | War and G. C. allowaces. | Total cost. | No. | Grade or time-scale. | Cost. |
| | Rs. | Rs. | | Rs. | Rs. | Rs. | | Rs. | Rs. |
| | | | | *Eastern Circle.* | | | | | |
| 1 | 150—200 | 187·5 | 1 | 200—300 | 14 | 289 | 1 | 300—20—400 | 375 |
| 2 | 100—150 | 275 | 1 | 150—200 | 9 | 196·5 | 4 | 200—20—300 | 1,100 |
| 3 | 100 | 300 | 4 | 100—150 | 7 | 578 | 10 | 150—10—200 | 1,875 |
| 4 | 80 | 320 | 4 | 100 | 5 | 420 | 39 | 60—6—150 (average 112·5). | 4,387·5 |
| 6 | 70 | 420 | 7 | 80 | 4 | 588 | 2 | 40—120 (average 80). | 160 |
| 6 | 60 | 360 | 7 | 70 | 6 | 532 | | | |
| 6 | 50 | 300 | 11 | 60 | 6 | 726 | | | |
| 9 | 40 | 360 | 8 | 50 | 5 | 440 | | | |
| 10 | 30 | 300 | 8 | 40 | 5 | 360 | | | |
| 6 | 25 | 150 | 5 | 30 | 4 | 170 | | | |
| *Paid Probationers.* | | | | | | | | | |
| 2 | 20 | 40 | 5 | 20 | 3 | 115 | 5 | 23 | 115 |
| 55 | Total .. | 3,012·5 | 61 | .. | .. | 4,414·5 | 61 | .. | 8,012·5 |

4. We are prepared to admit, however, that there is a case for a further moderate increase of pay especially in the case of the more poorly paid men. In the grades of pay above Rs. 100 we suggest a small increase which will admit of the withdrawal of war allowance, and for the grades on Rs. 100 and below we suggest the substitution for the present graded scale of the time-scale recommended by us for clerks of the local post office. The statement below compares the scale we propose with the present scale, the financial effect of our recommendations being a net average increase of Rs. 43,853 per annum.

| Present. | | | | | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | W. A. | G. C. A. | Total cost | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | | | | | | *Northern Circle.* | | | | |
| | Rs. | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| 1 | 200—20—300 | 275 | 14 | .. | 289 | 1 | 220—20—320 | 295 | 295 | |
| 1 | 150—10—200 | 187·5 | 9 | .. | 196·5 | 1 | 170—10—220 | 207·5 | 207·5 | |
| 2 | 100—10—150 | 137·5 | 5 | .. | 289 | 2 | 145—5—170 | 163·75 | 327·5 | |
| 2 | 100 | | 5 | .. | 210 | .. | .. | .. | .. | |
| 4 | 80 | | 4 | .. | 336 | 47 | 40—40—45—3—54—4—130 (with efficiency bars at 70 and 102 stages.) | 79·7 | 3,745·9 | |
| 5 | 70 | | 6 | .. | 380 | .. | | | | |
| 6 | 60 | | 6 | .. | 396 | .. | | | | |
| 10 | 50 | | 5 | .. | 550 | .. | | | | |
| 8 | 40 | | 5 | .. | 360 | .. | | | | |
| 7 | 30 | | 4 | .. | 238 | .. | | | | |
| 5 | 20 | | 3 | 4 | 135 | .. | | | | |
| 51 | Total .. | | .. | .. | 3,379·5 | 51 | .. | .. | 4,575·9 | 1,196·4 |

| Present. | | | | | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | W. A. | G.C.A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | Rs. | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| | | | | *Western Circle.* | | | | | | |
| 1 | 200—20—300 | 275 | 14 | .. | 289 | 1 | 220—20—320 | 295 | 295 | |
| 1 | 150—10—200 | 187·5 | 9 | .. | 196·5 | 1 | 170—10—220 | 207·5 | 207·5 | |
| 2 | 100—10—150 | 137·5 | 7 | .. | 289 | 2 | 145—5—170 | 163·75 | 327·5 | |
| 4 | 100 | .. | 5 | .. | 420 | .. | .. | .. | .. | |
| 7 | 80 | .. | 4 | .. | 588 | 55 | 40—40—45—3—54—130 (With efficiency bars at 70 and 102 stages.) | 79·7 | 4,383·5 | |
| 7 | 70 | .. | 6 | .. | 532 | | | | | |
| 8 | 60 | .. | 6 | .. | 528 | | | | | |
| 11 | 50 | .. | 5 | .. | 605 | | | | | |
| 7 | 40 | .. | 5 | .. | 315 | | | | | |
| 7 | 30 | .. | 4 | 3 | 259 | | | | | |
| 4 | 20 | .. | 4 | 3 | 108 | | | | | |
| 59 | Total | .. | .. | .. | 4,129·5 | 59 | .. | .. | 5,213·5 | 1,084 |
| | | | | *Eastern Circle.* | | | | | | |
| 1 | 200—20—300 | 275 | 14 | .. | 289 | 1 | 220—20—320 | 295 | 295 | |
| 1 | 150—10—200 | 187·5 | 9 | .. | 196·5 | 1 | 170—10—220 | 207·5 | 207·5 | |
| 4 | 100—10—150 | 137·5 | 7 | .. | 578 | 4 | 145—5—170 | 163·75 | 655 | |
| 4 | 100 | | 5 | .. | 420 | .. | .. | .. | .. | |
| 7 | 80 | | 4 | .. | 583 | 55 | 45—45—50—3—65—4—105—5—140 (With efficiency bars at 73 and 105 stages.) | 84·2 | 4,631 | |
| 7 | 70 | | 6 | .. | 532 | | | | | |
| 9 | 60 | | 6 | .. | 594 | | | | | |
| 8 | 50 | | 5 | .. | 440 | | | | | |
| 8 | 40 | | 5 | .. | 360 | | | | | |
| 5 | 30 | | 4 | .. | 170 | | | | | |
| 2 | 60 | | 6 | .. | 132 | | | | | |
| 5 | 20 | | 3 | .. | 115 | | | | | |
| 61 | Total | .. | .. | .. | 4,414·5 | 61 | .. | .. | 5,788·5 | 1,374 |
| Grand Total | | .. | .. | .. | 11,923·5 | .. | .. | .. | 15,577·9 | 3,654·4 |
| | | | | | | | | | | Or Rs. 43,853 per annum. |

5. The following statements show the pre-war pay, present pay and allowances, the proposals of the Deputy Postmasters-General, and our recommendations in respect of inferior servants of the offices of the Deputy Postmasters-General. The financial effect of our proposals is a net average increase of Rs. 248·5 a month or Rs. 2,982 a year.

*Northern Circle.*

| Pre-war. | | | | Present. | | | | | | Proposed by the Dy. P. M. G. | | | | Committee's recommendation. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No | Grade | Average pay. | Total cost. | No. | Grade. | Average pay. | W. A. | G C.A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | | Rs. | Rs. | | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| | *Da'try.* | | | | *Dafry.* | | | | | | | | | |
| 1 | 15 | 15 | 15 | 1 | 18 | 18 | 3 | 4 | 25 | 1 | 30 | 30 | 30 | 20—$\frac{1}{2}$—25 |
| *Carpenter.* | | | | *Carpenter* | | | | | | | | | | |
| 1 | 15 | 15 | 15 | 1 | 17 | 17 | 3 | 4 | 24 | 1 | 25 | 25 | 25 | Excluded. |
| *Record Supplier.* | | | | *Record-Supplier.* | | | | | | | | | | |
| 2 | 15 | 15 | 30 | 2 | 15 | 15 | 3 | 2½ | 41 | | | | | 20—$\frac{1}{2}$—25 |
| | *Cobber.* | | | | *Cobbler.* | | | | | 3 | 18—$\frac{2}{3}$—36 | 25 | 75 | |
| 1 | 12 | 12 | 12 | 1 | 14 | 14 | 3 | 2½ | 19½ | | | | | Excluded. |
| | *Peon.* | | | | *Peon.* | | | | | | | | | |
| 1 | 10 | 10 | 10 | 4 | 11 | 11 | 2 | 2½ | 62 | | | | | |
| 3 | 9 | 9 | 27 | 5 | 10 | 10 | 2 | 2½ | 72½ | | | | | |
| 4 | 8 | 8 | 32 | | | | | | | | | | | |
| *Pressman.* | | | | *Pressman.* | | | | | | | | | | |
| 1 | 10 | 10 | 10 | 1 | 10 | 10 | 2 | 2½ | 14½ | 14 | 15—$\frac{1}{3}$—20 | 17 | 238 | 17—$\frac{1}{3}$—22 |
| | *Cooly.* | | | | *Cooly.* | | | | | | | | | |
| 2 | 9 | 9 | 18 | 2 | 11 | 11 | 2 | 2½ | 31 | | | | | |
| *Chowkidar.* | | | | *Chowkidar.* | | | | | | | | | | |
| 1 | 8 | 8 | 8 | 1 | 10 | 10 | 2 | 2½ | 14½ | | | | | |
| | *Packer.* | | | | *Packer.* | | | | | | | | | |
| 1 | 8 | 8 | 8 | 1 | 10 | 10 | 2 | 2½ | 14½ | | | | | |
| | *Farash.* | | | | | | | | | | | | | |
| 1 | 7 | 7 | 7 | | | | | | | | | | | |
| 19 | Total. | .. | 192 | 19 | .. | .. | .. | .. | .. | 318½ | 19 | .. | .. | 368 | |

## *Eastern Circle.*

| Pre-war. | | | | Present. | | | | | | Proposed by the Dy. P. M. G. | | | | Committee's recommendations. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | Total cost. | No. | Grade. | Average pay. | W. A. | G. C.A. | Total cost. | No. | Grade or time-scale | Average pay. | Total cost. | |
| | | Rs. | Rs. | | | Rs. | Rs | Rs | Rs. | | | Rs. | Rs. | |
| | *Daftry.* | | | | *Daftry.* | | | | | | | | | |
| 1 | 20 | 20 | 20 | 1 | 22 | 22 | 4 | .. | 26 | | | | | |
| 2 | 15 | 15 | 30 | 1 | 20 | 20 | 3 | .. | 23 | 2 | 22—$\frac{1}{6}$—30 | 26$\frac{2}{3}$ | 52·8 | 20—$\frac{1}{6}$—25 |
| 2 | 12 | 12 | 24 | *Record supplier.* | | | | | | | | | | |
| | *Carpenter.* | | | 2 | 17 | 17 | 3 | .. | 40 | | | | | 20—$\frac{1}{6}$—25 |
| 1 | 15 | 15 | 15 | *Carpenter.* | | | | | | 3 | 20—$\frac{1}{6}$—28 | 24$\frac{2}{3}$ | 73·2 | |
| | *Packer.* | | | 1 | 17 | 17 | 3 | .. | 20 | | | | | Excluded. |
| 1 | 12 | 12 | 12 | | *Packer.* | | | | | | | | | |
| *Pressman.* | | | | 1 | 14 | 14 | 3 | .. | 17 | | | | | 15—$\frac{1}{6}$—20 |
| 1 | 10 | 10 | 10 | *Cobbler.* | | | | | | 2 | 17—$\frac{1}{6}$—23 | 20$\frac{1}{6}$ | 40·4 | |
| | *Cobbler.* | | | 1 | 14 | 14 | 3 | .. | 17 | | | | | Excluded. |
| 1 | 12 | 12 | 12 | | *Peon.* | | | | | | | | | |
| | *Peon.* | | | 2 | 12 | 12 | 2 | 1 | 30 | | | | | |
| 1 | 10 | 10 | 10 | 4 | 11 | 11 | 2 | 1 | 56 | | | | | |
| 2 | 9 | 9 | 18 | 5 | 10 | 10 | 2 | 1 | 65 | | | | | |
| 6 | 8 | 8 | 48 | | *Farash.* | | | | | 13 | 14—$\frac{1}{6}$—20 | 17$\frac{1}{6}$ | 223·6 | |
| | *Farash.* | | | 1 | 10 | 10 | 2 | 1 | 13 | | | | | 15—$\frac{1}{6}$—20 |
| 1 | 8 | 8 | 8 | *Pressman.* | | | | | | | | | | |
| | *Cooly.* | | | 1 | 12 | 12 | 2 | 1 | 15 | | | | | |
| 2 | 8 | 8 | 16 | | *Cooly.* | | | | | | | | | |
| | | | | 2 | 8 | 8 | 2 | 1 | 22 | 2 | 12—$\frac{1}{6}$—18 | 15$\frac{1}{6}$ | 30·4 | |
| 21 | Total | .. | 223 | 22 | .. | .. | .. | .. | 344 | 22 | .. | .. | 420·4 | |

*Western Circle.*

| Pre-war. | | | | Present. | | | | | | Proposed by the Dy. P. M. G. | | | | Committee's recommendations. |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | Total cost. | No. | Grade. | Average pay. | W. A. | G. C. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | Rs. | Rs | Rs. | | Rs. | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| | *Record Supplier.* | | | | *Record supplier.* | | | | | | | | | |
| 2 | 15 | 15 | 30 | 3 | 18 | 18 | 7 | .. | 75 | 3 | 20—$\frac{1}{4}$—30 | 27½ | 82·5 | |
| | *Daftry.* | | | | | *Daftry.* | | | | | | | | |
| 1 | 12 | 12 | 12 | 1 | 13 | 13 | 6 | .. | 19 | 2 | 15—$\frac{1}{5}$—20 | 18¾ | 37 5 | |
| 2 | 10 | 10 | 20 | 1 | 11 | 11 | 6 | .. | 17 | | | | | |
| | *Peon.* | | | | *Peon.* | | | | | | | | | |
| 1 | 12 | 12 | 12 | 1 | 13 | 13 | 6 | .. | 19 | | | | | |
| 3 | 10 | 10 | 30 | 8 | 11 | 11 | 6 | .. | 136 | | | | | |
| 3 | 9 | 9 | 27 | .. | .. | .. | .. | .. | .. | | | | | |
| | *Porter.* | | | | *Porter.* | | | | | 3 | 20 | 20 | 60 | |
| 2 | 10 | 10 | 20 | 5 | 11 | 11 | 6 | .. | 85 | 12 | 18 | 18 | 216 | |
| 1 | 9 | 9 | 9 | .. | .. | .. | .. | .. | .. | | | | | 20—$\frac{1}{5}$ 27 |
| | *Farash.* | | | | *Farash.* | | | | | | | | | |
| 1 | 10 | 10 | 10 | 1 | 11 | 11 | 6 | .. | 17 | | | | | |
| | *Packer.* | | | | *Packer.* | | | | | | | | | |
| 1 | 14 | 14 | 14 | 1 | 15 | 15 | 6 | .. | 21 | | | | | |
| 1 | 12 | 12 | 12 | 1 | 13 | 13 | 6 | .. | 19 | 3 | 14—$\frac{1}{4}$—20 | 18½ | 55·5 | |
| | *Pressman.* | | | | *Pressman.* | | | | | | | | | |
| 1 | 12 | 12 | 12 | 1 | 13 | 12 | 6 | .. | 19 | | | | | |
| | *Chowkidar.* | | | | *Chowkidar.* | | | | | | | | | |
| 1 | 10 | 10 | 10 | 1 | 11 | 11 | 6 | .. | 17 | 1 | 18 | 18 | 18 | |
| 20 | Total. | .. | 218 | 24 | .. | .. | .. | .. | 444 | 24 | .. | .. | 469·5 | |

6. We also recommend that as regards date from which the increase should be allowed and method of arriving at initial pay on the new scales, clerks and inferior servants in these offices should be treated as proposed in paragraph 9 of Chapter IV in the case of offices of Postmasters-General.

## CHAPTER VI.

### Dead Letter Offices.

Our proposals in regard to this establishment are exhibited in the statements below which compare the present scale with the scale recommended by us. The conditions of service of these officials are rather less unfavourable than those of Post office clerks, they have regular office hours, are not liable to be put on split duty, and have less pecuniary responsibility. We have consequently proposed for them a scale of pay with a lower maximum than that of the scale of the Head office to which they belong. We have not reduced the minimum as that would adversely affect recruitment.

The financial effect of our proposals is an increase of Rs. 9,864 per month or Rs. 1,18,368 per annum and the average pay proposed by us compares as follows with the average proposed by Postmasters-General :—

| Circle. | Present. | Proposed by Postmasters-General. | Committee's recommendations. |
|---|---|---|---|
| | Rs. | Rs. | Rs. |
| Bengal and Assam .. .. .. .. | 62·6 | 94·4 | 86·9 |
| Bombay .. .. .. .. .. | 67·2 | 91·7 | 89·9 |
| Burma .. .. .. .. .. | 82·1 | 91·6 | 94·2 |
| Central .. .. .. .. .. | 65·5 | 98·1 | 83·0 |
| Madras .. .. .. .. .. | 56·5 | 80·5 | 85·[illegible] |
| Punjab and North-West Frontier .. .. | 57·7 | 85·8 | 85·4 |
| United Provinces .. .. .. .. | 57·8 | .. | 80·3 |

3. As regards retrospective effect and initial pay on new scale we recommend that these offices should be treated in the same way as offices of Postmasters-General.

*Bengal and Assam Circle.*

| | Present. | | | | | | Proposed. | | | | Net average increase per mensem |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | No. | Grade. | Average pay. | W. A. | G. C. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | | Rs. | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| | | *Clerks.* | | | | | | *Clerks.* | | | |
| | 1 | 300—20—400 | 375 | 19 | .. | 394 | 1 | 325—20—425 | 400 | 400 | |
| | 1 | 200—20—300 | 275 | 14 | .. | 289 | 1 | 220—20—320 | 295 | 295 | .. |
| | 2 | 100—10—150 | 137·5 | 7 | .. | 289 | 2 | 145—5—170 | 163·75 | 327·5 | .. |
| | 4 | 100 | .. | 5 | .. | 420 | .. | .. | .. | .. | .. |
| | 6 | 80 | .. | 4 | .. | 504 | .. | .. | .. | .. | .. |
| | 9 | 70 | .. | 6 | .. | 684 | 97 | 45—45—50—3—86—4—110—5—130 (with efficiency bars at 71 and 98 stages.) | 79·9 | 7,750·3 | .. |
| | 14 | 60 | .. | 6 | .. | 124 | | | | | |
| | 21 | 50 | .. | 5 | .. | 1,155 | | | | | |
| | 26 | 40 | .. | 5 | .. | 1,170 | | | | | |
| | | *Paid probationers.* | | | | | | | | | |
| | 17 | 25 | .. | 4 | .. | 493 | | | | | |
| Total | 101 | .. | .. | .. | .. | 6,?22 | 101 | .. | .. | 8,772.8 | .. |
| | | *Menials.* | | | | | | *Menials.* | | | |
| | 1 | 15 | .. | 3 | .. | 18 | 1 | 20—$\frac{1}{5}$—25 | 22·5 | 22·5 | .. |
| | 1 | 12 | .. | 2 | 1 | 15 | | | | | |
| | 4 | 11 | .. | 2 | 1 | 56 | 8 | 15—$\frac{1}{5}$—20 | 17·5 | 140 | .. |
| | 3 | 10 | .. | 2 | 1 | 39 | | | | | |
| Total | 9 | .. | .. | .. | .. | 128 | 9 | .. | .. | 162·5 | .. |
| Grand total | 110 | .. | .. | .. | .. | 6,450 | 110 | .. | .. | 8,935 | 2,485 or Rs. 29,820 per annum. |

*Bombay Circle.*

| Present. | | | | | | Proposed. | | | | Net average increase per mensem |
|---|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Pay. | W. A. | G. C. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | Rs. | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| | *Clerks.* | | | | | | *Clerks.* | | | |
| 1 | 300—20—400 | 375 | 19 | .. | 394 | 1 | 325—20—425 | 400 | 400 | |
| 1 | 150—10—200 | 187·5 | 9 | .. | 196·5 | 1 | 170—10—220 | 207·5 | 207·5 | |
| 2 | 100—10—150 | 137·5 | 7 | .. | 289 | 2 | 145—5—175 | 163·75 | 327·5 | |
| 4 | 100 | .. | 7·5 | .. | 430 | .. | .. | .. | .. | |
| 5 | 80 | .. | 12 | .. | 460 | .. | .. | .. | .. | |
| 9 | 70 | .. | 10·5 | .. | 724·5 | 94 | 50—50—55—3—100—4—120—5—130 (with efficiency bars at 76 and 100 stages.) | 83·8 | 7,877·2 | |
| 12 | 60 | .. | 15 | .. | 900 | | | | | |
| 15 | 50 | .. | 12·5 | .. | 937·5 | | | | | |
| 33 | 40 | .. | 10 | .. | 1,650 | | | | | |
| | *Paid probationers.* | | | | | | | | | |
| 16 | 30 | .. | 7·5 | .. | 600 | | | | | |
| Total 98 | .. | .. | .. | .. | 6,581 | 98 | .. | .. | 8,812 | .. |
| | *Menials.* | | | | | | *Menials.* | | | |
| 1 | 16 | .. | 6 | .. | 22 | | | | | |
| 6 | 14 | .. | 6 | .. | 120 | | | | | |
| 1 | 13 | .. | 6 | .. | 19 | 12 | 20—$\frac{1}{3}$—27 | 23·5 | 282 *Plus* a house rent of Rs. 7. | |
| 4 | 12 | .. | 6 | .. | 72 | | | | | |
| Total 12 | .. | .. | .. | .. | 233 | 12 | .. | .. | 282 | .. |
| GRAND TOTAL 110 | .. | .. | .. | .. | 6,814 | 110 | .. | .. | 9,094 | 2,280 or Rs. 27,360 per annum. |

*Burma Circle.*

| | Present. | | | | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. | Grade. | Pay. | W. A. | G. C. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | | Rs. | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| | | *Clerks.* | | | | | | *Clerks.* | | | |
| | 1 | 200—20—300 | 275 | 14 | .. | 289 | 1 | 220—20—320 | 295 | 295 | |
| | 1 | 100—10—130 | 137·5 | 7 | .. | 144·5 | 1 | 145—5—170 | 163·75 | 163·75 | |
| | 2 | 100 | .. | 5 | .. | 210 | .. | .. | .. | .. | |
| | 6 | 80 | .. | 4 | .. | 504 | .. | .. | .. | .. | |
| | 7 | 70 | .. | 6 | .. | 532 | 26 | 50—50—55—3—100—4—120—5—130 (with efficiency bars at 75 and 100 stages) | 83·8 | 2,178·8 | |
| | 4 | 60 | .. | 6 | .. | 264 | | | | | |
| | 4 | 50 | .. | 5 | .. | 220 | | | | | |
| | 3 | 40 | .. | 5 | .. | 135 | | | | | |
| Total | 28 | | .. | .. | .. | 2,298· | 28 | .. | .. | 2,638 | |
| | | *Menials.* | | | | | | *Menials.* | | | |
| | 1 | 17 | .. | 3 | .. | 20 | | | | | |
| | 1 | 16 | .. | 3 | .. | 19 | 3 | 20—$\frac{1}{5}$—25 | 22·5 | 67· | |
| | 1 | 15 | .. | 3 | .. | 18 | | | | | |
| Total | 3 | | .. | .. | .. | 57 | 3 | .. | .. | 67· | |
| Grand total | 31 | | .. | .. | .. | 4,355· | 31 | .. | .. | 2,705 | 350 or Rs. 4,200 per annum. |

*Central Circle.*

| PRESENT. | | | | | | PROPOSED. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Pay. | W. A. | G. C. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | Rs. | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| | *Clerks.* | | | | | | *Clerks.* | | | |
| 1 | 200—20—300 | 275 | 14 | .. | 289 | 1 | 220—20—320 | 295 | 295 | |
| 1 | 100 | .. | 5 | .. | 105 | 23 | 40—40—45—3—90—4—110—5—120 (with efficiency bars at 96 and 98 stages.) | 73·8 | 1,697·4 | |
| 2 | 80 | .. | 4 | .. | 168 | | | | | |
| 2 | 70 | .. | 6 | .. | 152 | | | | | |
| 3 | 60 | .. | 6 | .. | 198 | | | | | |
| 4 | 50 | .. | 5 | .. | 220 | | | | | |
| 4 | 40 | .. | 5 | .. | 180 | | | | | |
| 4 | 30 | .. | 4 | 3 | 148 | | | | | |
| | *Paid probationers.* | | | | | | | | | |
| 3 | 30 | .. | 4 | 3 | 111 | | | | | |
| Total | 24 | | .. | .. | .. | 1,571 | 24 | .. | .. | 1,992·4 | |
| | *Menials.* | | | | | | *Menials.* | | | |
| 1 | 12 | .. | 2 | 1½ | 15·5 | 8 | 14—$\frac{1}{6}$—19 | 16·5 | 132 | |
| 2 | 10 | .. | 2 | 1½ | 27 | | Local allowance for 8 men @ Re. 1 each. | .. | 8 | |
| 5 | 9 | .. | 2 | 1½ | 62·5 | | | | | |
| Total | 8 | | .. | .. | .. | 105 | 8 | .. | .. | 140 | |
| GRAND TOTAL | 32 | | .. | .. | .. | 1,676 | 32 | .. | .. | 2,132 | 456 *or* Rs. 5,472 per annum. |

## *Madras Circle.*

| PRESENT. | | | | | | PROPOSED. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | W. A. | G. C. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | Rs. | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| | *Clerks.* | | | | | | *Clerks.* | | | |
| 1 | 200—20—300 | 275 | 14 | .. | 289 | 1 | 220—20—320 | 295 | 295 | |
| 1 | 100—10—150 | 137·5 | 7 | .. | 144·5 | 1 | 145— 5—170 | 163·75 | 163·75 | |
| 2 | 100 | .. | 5 | .. | 210 | | | | | |
| 3 | 80 | .. | 4 | .. | 252 | | | | | |
| 4 | 70 | .. | 6 | .. | 304 | 55 | 45—45—50—3—86—4—110—5—130. | 79·9 | 4,394·5 | |
| 6 | 60 | .. | 6 | .. | 396 | | | | | |
| 8 | 50 | .. | 5 | .. | 440 | | (with efficiency bars at 71 and 98 stages.) | | | |
| 10 | 40 | .. | 5 | .. | 450 | | | | | |
| 15 | 30 | .. | 4 | 3 | 555 | | | | | |
| | *Paid probationers.* | | | | | | | | | |
| 7 | 20 | .. | 3 | 3 | 182 | | | | | |
| Total | 57 | .. | .. | .. | .. | 3,222·5 | 57 | .. | .. | 4,853·25 | |
| | *Menials.* | | | | | | *Menials.* | | | |
| 1 | 10 | .. | 2 | 1½ | 13·5 | 9 | 16—½—21 | 18·5 | 166·5 | |
| 4 | 9 | .. | 2 | 1½ | 50 | | | | | |
| 3 | 8 | .. | 2 | 1½ | 34·5 | | | | | |
| 1 | 7 | .. | 2 | 1½ | 10·5 | | | | | |
| Total | 9 | .. | .. | .. | .. | 108·5 | 9 | .. | .. | 166·5 | |
| GRAND TOTAL | 66 | .. | .. | .. | .. | 3,331 | 66 | .. | .. | 5,020 | 1,689 or Rs. 20,268 per annum |

*Punjab and North-West Frontier Circle.*

| PRESENT. | | | | | | PROPOSED. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Pay. | W. A. | G. C. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | Rs. | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| | *Clerks.* | | | | | | *Clerks.* | | | |
| 1 | 200—20—300 | 275 | 14 | .. | 289 | 1 | 220—20—320 | 295 | 295 | |
| 1 | 100—10—150 | 137·5 | 7 | .. | 144·5 | 1 | 145—5—170 | 163·75 | 163·75 | |
| 1 | 100 | .. | 5 | .. | 105 | 52 | 45—45—50—3—86—4—110—5—130. (with efficiency bars at 71 and 98 stages.) | 79·9 | 4,154·8 | |
| 3 | 80 | .. | 4 | .. | 252 | | | | | |
| 4 | 70 | .. | 6 | .. | 304 | | | | | |
| 7 | 60 | .. | 6 | .. | 462 | | | | | |
| 8 | 50 | .. | 5 | .. | 440 | | | | | |
| 8 | 40 | .. | 5 | .. | 360 | | | | | |
| 14 | 30 | .. | 4 | 4 | 532 | | | | | |
| 7 | 25 | .. | 4 | 4 | 231 | | | | | |
| Total | 54 | .. | .. | .. | 3,119·5 | 54 | .. | .. | 4,613·55 | |
| | *Menials.* | | | | | | *Menials.* | | | |
| 1 | 13 | .. | 3 | 2½ | 18·5 | 5 | 17—$\frac{1}{5}$—22 | 19·5 | 97·5 | |
| 4 | 12 | .. | 2 | 2½ | 66 | | | | | |
| Total | 5 | .. | .. | .. | 84·5 | 5 | .. | .. | 97·5 | |
| GRAND TOTAL | 59 | .. | .. | .. | 3,204 | 59 | .. | .. | 4,711 | 1,507 or Rs. 18,084 per annum. |

*United Provinces Circle.*

| PRESENT | | | | | | PROPOSED. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Pay. | W. A. | G.C.A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | Rs. | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| | *Clerks.* | | | | | | *Clerks.* | | | |
| 1 | 200—20—300 | 275 | 14 | .. | 289 | 1 | 220—20—320 | 295 | 295 | |
| 1 | 100—10—150 | 137·5 | 7 | .. | 144·5 | 1 | 145— 5—170 | 163·75 | 163·75 | |
| 1 | 100 | .. | 5 | .. | 105 | | | | | |
| 2 | 80 | .. | 4 | .. | 168 | | | | | |
| 3 | 70 | .. | 6 | .. | 228 | | | | | |
| 6 | 60 | .. | 6 | .. | 396 | 46 | 40—40—45—3—90—4—110—5—120. | 73·8 | 3,394·8 | |
| 8 | 50 | .. | 5 | .. | 440 | | (with efficiency bars at 66 and 90 stages.) | | | |
| 11 | 40 | .. | 5 | .. | 495 | | | | | |
| 11 | 30 | .. | 4 | 3 | 407 | | | | | |
| | *Paid probationers.* | | | | | | | | | |
| 4 | 20 | .. | 3 | 3 | 104 | | | | | |
| Total 48 | .. | .. | .. | .. | 2,776 | 48 | .. | .. | 3,853 | |
| | *Menials.* | | | | | | *Menials.* | | | |
| 1 | 11 | .. | 2 | 1½ | 14·5 | 5 | 14—½—19 with house rent of Re. 1 each. | 16·5 | 82·5 | |
| 2 | 9 | .. | 2 | 1½ | 25 | | | | | |
| 2 | 8 | .. | 2 | 1½ | 23 | | | | | |
| Total 5 | .. | .. | .. | .. | 62 | 5 | .. | .. | 82 | |
| GRAND TOTAL 53 | .. | .. | .. | .. | 2,838 | 53 | .. | .. | 3,935 | 1,097 or Rs. 13,164 per annum. |

## CHAPTER VII.

### POSTAL PRESS AND WORKSHOP, ALIGARH.

*Press.*

The office establishment of this institution is a small one, the present sanctioned strength being as follows :—

| | | Rs. | |
|---|---|---|---|
| 1 on .. .. .. .. .. .. .. | | 150 | |
| | | +50 | personal |
| 1 on .. .. .. .. .. .. .. | | 70 | allow- |
| 2 @ Rs. 60 each .. .. .. .. .. | | 120 | ance. |
| 5 @ Rs. 40 each .. .. .. .. .. | | 200 | |
| 9 @ Rs. 30 each .. .. .. .. .. | | 270 | |
| 4 @ Rs. 25 each .. .. .. .. .. | | 100 | |
| 22 @ Rs. 20 each .. .. .. .. .. | | 440 | |
| 1 on .. .. .. .. .. .. .. | | 15 | |

There have been two revisions since 1914. The first was effected partly in order to increase the pay of appointments at the bottom of the scale, it having been found impossible to find men qualified for work which is semi-clerical on Rs. 8, 10 and 12 a month, the then sanctioned rates, and partly in order to increase the strength of the establishment. Part of the money required to meet the additional expenditure which the revision entailed was found by the abolition of an appointment on Rs. 100 a month. The second revision effected some 5 years later resulted in the abolition of the small residue of appointments on Rs. 8, and 12 which had been allowed to remain on the occasion of the earlier revision, and also in a small increase of the pay of some of the higher appointments.

2. Some of the appointments shown on the present sanctioned scale as clerks' appointments are not really such. There are 18 appointments which belong to the *daftri* class rather than to that of clerk, and after discussion with the Superintendent, we propose to designate them suppliers, and to fix their pay at Rs. 25—$\frac{1}{5}$—30 a month. This is the class which was formerly recruited on Rs. 8, Rs. 10 and Rs. 12 a month but which, the Superintendent assures us, cannot now be induced to accept less than Rs. 20; they are, he says, not contented even with that. We recommend that the establishment be revised as shown in the following statement :—

| PRESENT. | | | | | | PROPOSED BY THE COMMITTEE. | | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| No. | —— | Pay. | W. A. | G.C.A. | Total cost. | No. | —— | Grade or time-scale. | Average pay. | Total cost. | |
| | | Rs. | Rs. | Rs. | Rs. | | | Rs. | Rs. | Rs. | Rs. |
| | Head Clerk .. | 150 | 10 | .. | 160 | 1 | Head Clerk .. | 145—5—170 | 163·75 | 163·75 | |
| | Head Supply clerk .. | 70 | 6 | .. | 76 | 3 | Head supply clerk, Head Form Storekeeper and Accountant. | 80—4—120 | 106·66 | 320 | |
| 2 | Head Form Storekeeper and Accountant. | 60 | 6 | .. | 132 | | | | | | |
| 5 | Assistant Accountant, Warehouse-keeper, Computer, and 2 Supply clerks. | 40 | 5 | .. | 225 | | | | | | |
| 9 | Copyist, Out-turn-keeper (Bindery) 5 supply clerks, 2 Form Stores branch clerks. | 30 | 4 | 3 | 333 | 22 | Other clerks .. | 35—2—75 | 55 | 1,210 | |
| 4 | Record-keeper, Time-keeper, Service roll-keeper, Outturn-keeper (press.) | 25 | 4 | 3 | 128 | | | | | | |
| 22 | Assistant Record-keeper, Assistant Ware-house keeper, Assistant Computer, Forms Stores branch clerk, and 18 Supply clerks. | 20 | 3 | 3 | 572 | 18 | Suppliers .. | 25—$\frac{1}{5}$—30 | 27·5 | 522·5 | |
| | | | | | | 1 | Ware-house Assistant | | | | |
| 1 | Warehouse Assistant | 15 | 3 | 1½ | 19·5 | | | | | | |
| 45 | Total .. | .. | .. | .. | 1,645·5 | 45 | Total .. | | .. | 2,216·25 | 570·7 |

*Workshop.*

3. The office establishment attached to the Workshop consists of—

| | Rs. |
|---|---|
| 1 Head Clerk on .. .. .. .. .. .. | 100—150 |
| 1 Clerk on .. .. .. .. .. .. | 70 |
| 1 Clerk on .. .. .. .. .. .. | 60 |
| 2 Clerks on .. .. .. .. .. .. | 50 each. |
| 4 Clerks on .. .. .. .. .. .. | 40 each. |
| 4 Clerks on .. .. .. .. .. .. | 30 each. |
| 2 Clerks on .. .. .. .. .. .. | 25 each. |
| 3 Clerks on .. .. .. .. .. .. | 20 each. |

Although it has been twice revised since 1914, the average pay of the clerks on this establishment is practically what it was before the war. The Superintendent of the Press and Workshop has represented that Rs. 20 and Rs. 25 are not now sufficient to attract men for clerical work in Aligarh. We accept this on the evidence which has been placed before us regarding clerks in the Post offices, and we recommend that the office be revised as shown in the following proposition statement:—

| | Present. | | | | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| Class. | No. | Pay. | W. A | G. C. A. | Total cost. | No. | Grade or time-scale. | | Total cost. | |
| | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| Head Clerk .. | 1 | 100—150 | 7 | .. | 144·5 | 1 | 145—5—170 | 163·75 | 163·75 | |
| 2nd Clerk .. .. | 1 | 70 | 6 | .. | 76 | 1 | 80—4—120 | 106·66 | 106·66 | |
| Clerks .. .. | 1 | 60 | 6 | .. | 66 | 16 | 35—2—75 | 55 | 880 | |
| | 2 | 50 | 5 | .. | 110 | | | | | |
| | 4 | 40 | 5 | .. | 180 | | | | | |
| | 4 | 30 | 4 | 3 | 148 | | | | | |
| | 2 | 25 | 4 | 3 | 64 | | | | | |
| | 3 | 20 | 3 | 3 | 78 | | | | | |
| TOTAL .. | 18 | .. | .. | .. | 866·5 | 18 | .. | .. | 1,150·41 | 284 |

4. The financial effect of our proposals in respect of the clerical establishment of the Press and the Workshop is a net average increase of Rs. 854·7 a month or Rs. 10,256 per annum, and the following table shows the pre-war, present (including war and grain compensation allowances) and proposed average pay of the clerks on those establishments.

| Establishment. | Pre war. | Present. | Proposed by the Committee. |
|---|---|---|---|
| | Rs. | Rs. | Rs. |
| Press .. .. .. .. .. | 25·7 | 36·6 | 49·2 |
| Workshop .. .. .. .. .. | 42·8 | 48·1 | £3·9 |

*Inferior servants of the Press and Workshop.*

5. As regards the menial establishment of the Press and Workshop offices, the following statement shows present pay and allowances and our proposals, the financial effect being a net average increase of Rs. 166·5 per mensem or Rs. 1,998 a year. We have as far as possible adopted the scale of pay sanctioned for corresponding servants in the local Post office.

| Class. | Present. | | | | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. | Pay. | W.A. | G.C.A. | Total cost. | No. | Scale. | Average | Total cost. | |
| | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| Form Godown men | 6 | 10 | 2 | 1½ | 81 | 6 | 16—¼—22 | 19 | 114 | .. |
| Railway Peon .. | 1 | 15 | 3 | 1½ | 19½ | 1 | 20—⅕—25 | 22·5 | 22·5 | .. |
| Jemadar .. .. | 1 | 12 | 2 | 1½ | 15½ | 1 | 20 | 20 | 20 | .. |
| Peons .. .. | 4 | 8 | 2 | 1½ | 46 | | | | | |
| Durwan .. .. | 1 | 8 | 2 | 1½ | 11½ | | | | | |
| Gate-keeper .. | 1 | 8 | 2 | 1½ | 11½ | | | | | |
| Farash .. | 1 | 8 | 2 | 1½ | 11½ | | | | | |
| Chowkidars .. | 3 | 8 | 2 | 1½ | 34½ | 28 | 13—⅙—18 | 15·5 | 434 | .. |
| Chowkidars .. | 2 | 7 | 2 | 1½ | 21 | | | | | |
| Guards .. .. | 4 | 8 | 2 | 1½ | 46 | | | | | |
| Packers .. .. | 6 | 7 | 2 | 1½ | 63 | | | | | |
| Coolies .. .. | 6 | 7 | 2 | 1½ | 63 | | | | | |
| Total .. | 36 | .. | .. | .. | 424 | 36 | .. | .. | 590·5 | 166·5 or Rs. 1,998 per annum. |

6. We have excluded from our recommendations the two bullock drivers as they are contractor's men and should not in our opinion be treated as employés of Government. The contractor provides the drivers as he does the bullocks, and we are of opinion that he should be paid for both in the form of a fixed allowance.

7. The revisions proposed in this section should have effect from 1st December 1919, as in the case of the other establishments dealt with by the Committee, and as regards initial pay on the time-scale for clerks and menials of the Postal Press and Workshop, the rules proposed for the menials and clerks of the Post Office in Chapters I and II of this report should be followed.

## CHAPTER VIII.

### Conditions of Service.

Apart from the question of pay, which is far and away the most important, the postal staff have brought various grievances to our notice. One of these grievances, namely, that casual and privilege leave are not, as a rule, sanctioned when asked for, will be alleviated if not entirely removed as a result of the increase of the leave reserve which we have recommended. In this connection we may repeat that it is necessary that the reserve of 20 per cent. recommended by us should be sanctioned. There are stronger grounds for a reserve of this strength in the case of the post office than in that of Telegraphs, in that the latter bring on to strength only men who have been fully trained and each of whom therefore is an effective unit whereas the former necessarily recruits men who have not received any training at all. It may be argued as against the proposal that casual leave, not being a recognized form of leave, cannot be taken into account in calculating a leave reserve. This is sound enough in the case of an ordinary Government office where arrangements can be and are made to carry on the work of a casual leave absentee, and where as often as not no harm ensues even if for a day or two an absentee's work is left over to be done on his return. But it will not work in a post office where an absentee must be replaced, the only alternative being, in a one-man office, to close the office, and, in a larger office, to shut down one line of business—registration, money order, savings bank, etc., as the case may be. As this alternative is obviously out of the question there will, if the reserve we recommend is not sanctioned, be no course open to the Department but either to refuse leave, in which case the concession of 20 days' casual leave which has recently been sanctioned will remain as it is—a hollow mockery—or to continue the system of employing unpaid probationers, a system which results in the recruitment of inferior clerks and which in our considered opinion is responsible for inefficiency causing expenditure which would not be necessary if the Department obtained recruits of a better class. Curtailment of the reserve proposed by us will mean that beyond allaying discontent the substantial increase in the cost of the Department which we have recommended will have served but little purpose. We regard the policy which produces this result as one of short-sighted and factitious economy.

2. Another legitimate grievance is that promotion has been seriously blocked. This also will be largely eliminated by the substitution of a time-scale for a graded scale of pay. But there are two further contributory causes, namely, (*a*) the system of promotion out of turn as a reward for field service and (*b*) the system of direct appointment to the prize appointments of the subordinate service of men specially appointed to a cadre of Probationary Postmasters who from the outset are destined to occupy the best of the appointments of the service. The first of these, namely, (*a*) above has been removed by a recent decision of Government that war service shall not in future be rewarded by special promotion. The second contributory cause, (*b*) above, is one in regard to which the feeling of the staff is strong and bitter. We have been asked to consider (see paragraph 6 of the Resolution of the Government of India in the Commerce Department No. 2956, dated the 11th June 1920) whether the salary of these probationers should be raised, and it is therefore necessary that we should outline briefly the history of this system of recruitment. We gather from evidence tendered in November 1913 by Sir William Maxwell, then Director-General, Posts and Telegraphs, before the Public Services Commission that the system was introduced about 1908 or 1909, for he says in the statement referred to that "until recently all officers had passed ordinarily through the lower ranks, but in the last four or five years the experiment has been tried of appointing a few men from outside on Rs. 150 rising to 200." The fact would appear, however, to be that these probationers are in practice not appointed direct to the Rs. 150—200 grade, but on Rs. 80, 100, and Rs. 120, according to the place to which they are appointed on probation preliminary to promotion to that grade. An official explanation of the objects of the system and the manner in which it is intended that it should be worked is contained in a letter from the Director-General, Posts and Telegraphs, to the Postmaster-General, United Provinces, No. 696-S.-Ap., dated the 24th June 1919. "The object," says this letter, "is that the Department may be able to appoint direct to the higher grade of Postmasters, pay Rs. 150—200, men of specially good education and social standing, not usually

found among the departmental men in the lower grades. The qualifications required are (1) a thorough knowledge of all branches of Post Office work, (2) power to control a large staff, (3) capacity for organization and (4) tact. It is left to the Head of the Circle to arrange to give the selected officer as thorough a training as possible during his probation of two years by putting him first through all the departments of a big Head Office, and when he is satisfied that he has acquired a good knowledge of work generally, he may appoint him to act on Rs. 100 or 100—150 as an Assistant or Deputy Postmaster of a first class Head Office or Postmaster of a small second class Head Office on Rs. 100 or Rs. 100—150 so as to satisfy himself that the probationer will be able to take charge of a Head Office on Rs. 150—200 as soon as his period of probation is over, if not earlier. The candidate must pass the Departmental test within the period of probation and should not be appointed to the grade of Rs. 150—200 till he has passed this examination. He may be allowed to appear for the examination whenever he wishes to do so during his period of probation but not until he has had at least one year's training.". No definite limit has been placed upon the number of men to be recruited in this way and these appointments of probationary Postmasters are apparently created by the Director-General under the powers of sanction vested in him ; they are outside and additional to the permanent sanctioned scale of the establishment. The latest gradation list shows that on the 15th of April last there were eleven probationers on the rolls, ten of whom have been appointed during the last two years. As there are on the present sanctioned establishment only 217 appointments of and above the grade of Rs. 150—200 for appointment to which these probationers are recruited, and, as under normal conditions, the average annual decrement in the case of an establishment of this strength would be about six, it is manifest that the introduction of the system was a serious blow to the men recruited in the ordinary way, in that it took from them all but a small fraction of their very slender prospects. They have been slow to realize the extent of the injury done them partly probably because, " probationers " having been appointed sparingly at first, the gravity of the situation was brought home to them very gradually, and partly because the vast mass of men in the service know nothing of what is being done at head-quarters. Now, however, the men are fully alive to what has happened and they very naturally resent the introduction of a favoured few brought in with the avowed object of being put into the higher posts, as being cruelly unjust to them. Witnesses who have appeared before us have denounced the system vehemently and indulged in very plain speaking on the subject. They deny that an adequate supply of men qualified for the more important appointment of Postmasters is not to be found among the ranks of those recruited in the regular way, and they flout the suggestion that by appointing Probationary Postmasters the Department has got better men than could have been found in its ranks. Our opinion on the subject is that unless it has been clearly proved beyond all doubt that the Department cannot provide suitable men, which seems unlikely, the system ought to be abolished. We base this conclusion on the ground that a system which disheartens, and consequently seriously affects the efficiency of, the thousands of men who are carrying on the work of the Department, must have in its favour clearly pronounced and unquestionable counter-advantages. It is on the face of it extremely improbable that a service of 17,000 men, all trained in postal work cannot produce the recruits required for 217 appointments of rather more than average importance. As witnesses have pointed out the Department for 50 years produced not only all the men that were wanted for such appointments, but also some men who served with distinction in much higher posts.. It follows that as we are of opinion that the system should be abolished we have no recommendation to make regarding the pay of Postmaster Probationers. The abolition of the system will result in a saving on the present expenditure of Rs. 12,480 a year. This saving is as nothing compared with the benefit to the Department which may be expected to result from the removal of a widespread grievance and the re-opening to the ranks of the avenue of advancement which is their principal incentive to work well and improve their efficiency.

3. Another grievance is that the staff are allowed very few holidays. This has been largely removed by the increase from 12 to 20 days per annum of the casual leave admissible to them. It has been objected by some witnesses that this is insufficient in that it does not make up for all the holidays which the Government servants of other Departments get and which they do not get, but we

are not in sympathy with this complaint. The absence of holidays is known to all men entering the Department to be a condition of service in the Post Office when they join it, and it is a factor which has not been lost sight of in arriving at the scale of pay which we have recommended for postal clerks and servants.

4. Similarly as regards another matter complained of, namely, the "split duty" system which is not a recent innovation; it was one of the conditions which men voluntarily accepted when they joined the Department. Nevertheless we think that something should be done to alleviate the hardships which this system entails. Formerly the staff were able to obtain house accommodation in the vicinity of the post office, and split duty constituted no very great hardship, but now that in most large towns the staff are compelled to live at long distances from the scene of their daily work conditions have altered very much for the worse. We have been told of cases in which men spend four hours of the day, and cover 12 miles or more, in walking to and from office. We suggest that in such cases men required to put in split duty should be provided with quarters, at a rental not exceeding 10 per cent. of pay, at or near the post office, or, in cases in which this is not possible, be granted a small conveyance allowance, if living at a distance of a mile or more from the post office.

5. Complaints have been made regarding the time-test applied by the Department for the purpose of determining the number of clerks required for an office. It is stated that the test does not take into account all the items of work to be done, and that consequently it results in the offices being insufficiently staffed. After much consideration and discussion of this question we have been compelled to arrive at the conclusion that it is one which requires close examination by experts who possess an intimate knowledge of the details of the work. This was suggested to the Director-General who we understand has had the required investigation taken in hand.

6. Another complaint which appears to be well-founded, is that in some places postal clerks have to put in very much longer hours than the prescribed 8 hours for which they are supposed to be on duty. It is customary with the public to bring their business to the counter of the post office at the last moment and there is consequently a disproportionate accumulation of work at the end of the day; and then when all this work has been disposed of, the clerks have to remain on duty until their books and accounts have been checked and passed as correct. One remedy is to provide every large office where this evil is found to prevail with an adequate supervisory staff, so that the checking work can be done quickly. We have recommended an increase of the supervisory staff. Another remedy is to close the public counters not later than 5 P.M. whenever this can be done with due regard to the convenience of the public. We recognize that the question of the hours of business with the public, especially in large towns is a question that should be settled by the local Postmaster-General in consultation with local bodies; and it is a matter on which we do not wish to dogmatize. In regard, however, to the money order and savings bank work the usual hours observed in post offices are from 10 A.M. to 4 P.M. All banks close their counters to the public at 3 P.M. on week days and 1 P.M. on Saturdays and we do not see why the same hour cannot be observed in the post office. We would further recommend early closing on Saturdays as regards other branches of business also wherever this can be arranged.

7. As regards Sunday and holiday working in the post office it has been represented that men have to attend on such days for the delivery and despatch of mails. This is a matter which seems to have received attention at the hands of the authorities and the existing rules on the subject in the Post Office Manual seem to allow all the relaxation that appears to be practicable.

8. Other minor grievances brought to our notice are—

(*i*) that adverse remarks recorded in the character sheet of an official are not communicated to him,

(*ii*) that uniforms are not supplied to postmen and menials everywhere, and

(*iii*) that proper accommodation is not provided for Railway Mail Service sorters at outstations.

As regards (*i*) we find that under rules $\frac{86}{1}$ and $\frac{160}{1}$, Post Office Manual, Volume II, confidential reports on the work and conduct of the higher grades of officials are submitted by Postmasters-General to the Director-General and by the Superintendent to Postmasters-General, and that the Director-General decides whether unfavourable remarks made against an officer should be communicated to him or not. In respect of officials in the lower grades, character sheets are maintained and unfavourable remarks recorded therein are submitted by Superintendents to Postmasters-General for decision as to whether they should be communicated to the official concerned, *vide* rule 160 of the Post Office Manual, Volume II. It has been represented by several witnesses that the rule works inequitably in that as often as not the officer against whom adverse remarks are recorded is not given the opportunity of explaining a fault with which he is charged in error, or of endeavouring to rectify one with which he is justly charged. There is much force in this and we accordingly recommend that the rules may be amended so as to require that in all cases damaging reports shall be communicated to the officer concerned.

Regarding the supply of uniforms at Government expense to postmen and menials we understand that it is the policy of the Department gradually to give uniforms to all men of this class. We are decidedly of opinion that all postmen, at any rate, should be supplied with a uniform at the expense of the State.

The question of provision of accommodation suitably furnished at or near railway stations at the big centres is also receiving the Director-General's attention and we have no further recommendation to make on the subject.

## CHAPTER IX.

### TELEGRAPH DELIVERY STAFF.

The proposal of the Indian Telegraph Association regarding delivery peons was that all task-work peons—permanent and temporary—should be granted a fixed pay of Rs. 12 per mensem with task-work earnings as at present, also that they should be provided with house accommodation or given an allowance of Rs. 3 a month in lieu. The Telegraph Committee were unable in the time at their disposal to deal fully with the question, but they were satisfied that in respect of leave and leave allowances this class of servants had a genuine grievance and they accordingly recommended that they should be given leave allowance on assumed rates of pay, namely, Rs. 16 for Presidency Towns and Rs. 12 for other stations. They also suggested that there might be a case for enhancing subsistence allowances in cases in which there has been no alteration since 1914. A proposal to enhance the subsistence allowance has since been under consideration and estimates of the cost of this and of allowing privilege leave for one month per annum on the allowances suggested by the Telegraph Committee have been framed.

2. At this stage the question has been referred to our Committee for consideration and report. As a first step towards consideration of the proposed increase of subsistence allowance we obtained from Postmasters-General statements showing in respect of the principal offices the minimum, maximum, and average earnings of task-work messengers under present conditions, the number of task-work peons employed, and the number of messages delivered by them. These statements are reproduced below and the case of each Circle is analysed in the remarks preceding each statement.

3. In the Bombay office the highest amount earned in January 1920 by a messenger was Rs. 47-13-8 and the earnings in that month of all the messengers in the office averaged no less than Rs. 41-8-8. Obviously Bombay is not an office in which any increase should be allowed. Further, as the statement below indicates, the wages in the Bombay Circle generally are good for labour of the peon or chaprasi class to which telegraph messengers belong. It will be seen that only in one office of the ten offices brought under observation were the maximum earnings of the month less than Rs. 20 a month.

| Names of offices. | Earnings of a task-work peon. | | | No. of Task-work peons. | No. of messages delivered in each office. | Average No. of messages per peon per day. |
|---|---|---|---|---|---|---|
| | Maximum. | Minimum. | Average. | | | |
| | Rs. A. P. | Rs. A. P. | Rs. A. P. | | | |
| Bombay .. .. .. | 47 13 8 | 33 0 0 | 41 8 0 | 270 | 206,786 | 24·7 |
| Karachi .. .. .. | 36 5 2 | 27 15 1 | 30 5 0 | 81 | 44,611 | 17·8 |
| Ahmedabad .. .. .. | 26 12 7 | 15 4 1 | 20 8 3 | 24 | 14,717 | 19·8 |
| Bhavnagar .. .. .. | 19 9 9 | 17 5 10 | 18 0 10 | 6 | 3,664 | 13·2 |
| Belgaum .. .. .. | 20 4 3 | 10 7 9 | 13 14 1 | 8 | 3,699 | 14·9 |
| Hyderabad (Sind) .. .. | 29 13 0 | 22 1 4 | 25 10 1 | 5 | 3,455 | 22·3 |
| Nova-Goa .. .. .. | 21 7 0 | 11 7 11 | 17 11 6 | 3 | 1,617 | 17·4 |
| Poona .. .. .. | 33 11 0 | 15 1 10 | 23 10 4 | 26 | 12,146 | 15·0 |
| Rajkot .. .. .. | 23 5 9 | 17 8 9 | 19 15 8 | 6 | 3,774 | 20·3 |
| Surat .. .. .. | 31 5 10 | 14 0 2 | 26 2 11 | 8 | 6.547 | 26·4 |

4. Similarly in the Central Circle the wage earned is good and well distributed, there being only one office out of eight in which the maximum earnings of the month were less than Rs. 20. In all offices the average wage earned was probably quite up to the level of the local wage for labour of the same class, and in most cases it was well above such local wage.

| Names of offices. | Earnings of a task-work peon. | | | No. of task-work peons. | No. of messages. | Average No. of messages per peon per day. |
|---|---|---|---|---|---|---|
| | Maximum. | Minimum. | Average. | | | |
| | Rs. A. P. | Rs. A. P. | Rs. A. P. | | | |
| Ajmer .. .. .. | 25 5 8 | 14 11 0 | 18 4 6 | 11 | 5,692 | 16·7 |
| Akola .. .. .. | 25 13 6 | 19 8 0 | 22 5 7 | 8 | 4,891 | 19·7 |
| Amraoti .. .. .. | 25 9 10 | 18 8 3 | 21 6 11 | 8 | 4,587 | 18·5 |
| Indore .. .. .. | 27 14 3 | 15 6 9 | 21 12 11 | 19 | 10,075 | 17·1 |
| Jaipur .. .. .. | 18 10 4 | 12 11 0 | 14 2 11 | 9 | 4,236 | 15·2 |
| Jubbulpore .. .. .. | 20 3 0 | 18 0 3 | 18 12 1 | 14 | 5,179 | 11·9 |
| Mhow .. .. .. | 20 3 8 | 16 11 10 | 18 13 7 | 9 | 3,843 | 13·8 |
| Nagpur .. .. .. | 27 0 2 | 18 11 5 | 21 15 7 | 14 | 7,532 | 17·4 |

5. The Burma Circle is in much the same case, the statistics pertaining to five of the principal Telegraph offices which are reproduced below show that in every one of the offices the maximum wage of the month of January 1920 was over Rs. 24 and the average was under Rs. 20 in only one where it was Rs. 19-6-11. So far as our examination has gone therefore there is nothing to indicate that any increase is called for in Burma.

| Names of offices. | Earnings of a task-work peon. | | | No. of task-work peons. | No. of messages delivered in each office. | Average No. of messages per peon per day. |
|---|---|---|---|---|---|---|
| | Maximum. | Minimum. | Average. | | | |
| | Rs. A. P. | Rs. A. P. | Rs. A. P. | | | |
| Rangoon .. .. .. | 32 12 11 | 14 15 9 | 23 9 1 | 168 | 87,442 | 16·8 |
| Mandalay .. .. .. | 27 9 4 | 18 8 0 | 20 0 5 | 26 | 8,021 | 10·0 |
| Moulmein .. .. .. | 25 12 2 | 17 14 11 | 20 15 4 | 8 | 3,732 | 15·0 |
| Maymyo .. .. .. | 24 11 0 | 15 14 4 | 19 6 11 | 10 | 3,439 | 11·1 |
| Akyab .. .. .. | 25 10 4 | 15 0 0 | 20 8 1 | 13 | 6,226 | 15·4 |

6. In the Madras Circle also the figures supplied to us indicate that task-work messengers have nothing to complain of. The Madras Government have accepted Rs. 15 as a suitable minimum wage for inferior servants in the town of Madras and Rs. 12 for those in the mofassil, and there is not one office of the twenty shown in the statement below in which the average earnings of task-work messengers are not well above the minimum wage which the Local Government propose to fix for men of the same classes employed on work which demands no lesser degree of intelligence though it may not in most cases perhaps be so arduous. The greater physical exertion however is well paid for by the difference between the maximum and the average wage which it will be seen is considerable.

| Names of offices. | Earnings of a task-work peon. | | | No. of task-work peons. | No. of messages delivered in each office. | Average No. of message s per peon per day. |
|---|---|---|---|---|---|---|
| | Maximum. | Minimum. | Average. | | | |
| | Rs. A. P. | Rs. A. P. | Rs. A. P. | | | |
| Madras .. .. .. | 30 1 0 | 20 3 6 | 21 2 9 | 67 | 42,498 | 20·5 |
| Bangalore .. .. .. | 30 5 4 | 13 6 11 | 20 11 6 | 17 | 7,020 | 13·3 |
| Bellary .. .. .. | 19 4 0 | 10 8 9 | 16 7 3 | 5 | 2,546 | 16·4 |
| Bezvada .. .. .. | 24 3 9 | 9 10 6 | 19 2 5 | 9 | 3,606 | 12·9 |
| Calicut .. .. .. | 21 10 6 | 17 2 7 | 19 8 10 | 14 | 6,285 | 14·5 |
| Coconada .. .. .. | 26 12 8 | 12 14 0 | 19 7 8 | 7 | 3,775 | 17·4 |
| Cochin .. .. .. | 29 4 8 | 14 15 0 | 23 11 2 | 12 | 6,725 | 18·1 |
| Hyderabad .. .. .. | 27 11 9 | 14 15 3 | 19 15 5 | 10 | 4,119 | 13·3 |
| Madura .. .. .. | 24 9 4 | 22 7 0 | 23 5 1 | 7 | 4,395 | 20·3 |
| Mangalore .. .. .. | 23 9 11 | 11 9 3 | 19 13 7 | 10 | 4,797 | 15·5 |
| Negapatam .. .. .. | 22 3 8 | 17 9 8 | 20 10 9 | 7 | 3,133 | 14·4 |
| Ootacamund .. .. .. | 17 2 6 | 13 14 10 | 15 0 6 | 11 | 1,560 | 4·6 |
| Pondicherry .. .. .. | 19 13 4 | 17 13 8 | 19 5 3 | 4 | 2,173 | 17.5 |
| Quilon .. .. .. | 17 0 6 | 14 9 4 | 15 13 11 | 4 | 1,534 | 12·4 |
| Secunderabad .. .. | 28 15 10 | 18 11 0 | 24 6 5 | 9 | 4,082 | 14·6 |
| Salem .. .. .. | 25 7 4 | 22 7 4 | 23 11 5 | 4 | 2,475 | 20·0 |
| Trichinopoly .. .. .. | 22 7 0 | 14 8 0 | 18 9 4 | 6 | 2,750 | 14·8 |
| Tuticorin .. .. .. | 28 7 6 | 22 3 2 | 25 7 4 | 7 | 5,741 | 26·5 |
| Trivandrum .. .. .. | 25 4 8 | 22 6 8 | 23 8 9 | 3 | 1,820 | 19·6 |
| Vizagapatam .. .. .. | 15 1 0 | 13 12 0 | 14 6 6 | 5 | 1,327 | 8·6 |

7. Yet another Circle in which task-work messengers earn an appreciably better wage than their confreres doing similar work in other Departments and services is the Punjab and North-Western Frontier. In every office included in the subjoined statement the average earnings of the month of January last were practically Rs. 20 or more, a good deal more in several cases. In considering this remember that the minimum pre-war pay of chaprasis in the Punjab was Rs. 7 and that the minimum recommended for the future is Rs. 14.

| Name of office | Earnings of a task-work peon. | | | No. of Task work peon. | No. messages delivered in each office. | Average number of message per peon per day. | Average rates of pay proposed for postmen. |
|---|---|---|---|---|---|---|---|
| | Maximum. | Minimum. | Average. | | | | |
| | Rs. A. P | Rs. A. P. | Rs. A. P. | | | | |
| Amritsar .. .. | 35 0 0 | 26 0 0 | 31 0 0 | 21 | 14,756 | 22·6 | |
| Delhi .. .. | 37 7 6 | 19 8 0 | 24 11 1 | 66·8 | 42,029 | 20·3 | 27·8 |
| Lahore .. .. | 39 1 8 | 15 15 0 | 27 9 9 | 61 | 42,440 | 22·4 | |
| Simla .. .. | 29 13 0 | 22 15 6 | 26 12 0 | .. | 10,102 | .. | .. |
| Ferozepur .. .. | 26 11 8 | 13 15 3 | 21 5 0 | 6·4 | 3,653 | 18·4 | 20·6 |
| Jhelum .. .. | 26 8 8 | 10 8 4 | 21 7 0 | 2·5 | 1,883 | 24·4 | 20·6 |
| Lahore Cantonment .. | 25 12 6 | 18 3 10 | 22 6 3 | 9·5 | 4,842 | 16·8 | 27·8 |
| Lyallpur .. .. | 25 7 2 | 22 15 2 | 23 11 2 | 6 | 4,822 | 25·9 | 22·6 |
| Multan .. .. | 30 12 10 | 25 15 0 | 28 3 4 | 5 | 3,409 | 22 | 20·6 |
| Peshawar .. .. | 36 14 0 | 19 5 6 | 25 1 3 | 17·5 | 10,325 | 19 | |
| Quetta .. .. | 21 11 3 | 17 11 3 | 19 15 2 | 31 | 12,813 | 13·3 | 27·8 |
| Rawalpindi .. .. | 35 8 0 | 20 2 6 | 23 14 7 | 26 | 15,810 | 19·6 | |
| Sialkot .. .. | 26 8 8 | 13 13 8 | 21 4 7 | 4 | 2,311 | 13·8 | 20·6 |

8. In the Bengal and Assam Circle the wages earned though good enough as compared with the earnings of men doing similar work in other Departments of Government and in private employ compare unfavourably with the earnings of task messengers in Circles other than Bihar and Orissa and the United Provinces. This is due to the fact that the outturn of work is poor. Omitting Calcutta the average number of messages delivered per messenger per mensem is 372 only as compared with 500 in the Central Circle, 620 in the Punjab and North-West Frontier, 577 in the Bombay mofassil and 463 in the Madras mofassil. The conclusion therefore is that if it is thought that wages in this Circle should be improved the desired result can and should be obtained by reducing the number of messengers :—

| Names of offices. | Earnings of a task-work peon. | | | No. of Task work peons. | No. of messages delivered in each office. | Average No. of messages per peon per day. | Average rates of pay proposed for postmen. |
|---|---|---|---|---|---|---|---|
| | Maximum. | Minimum. | Average. | | | | |
| | Rs. A. P. | Rs. A. P. | Rs. A. P. | | | | |
| Calcutta .. Bike.. | 36 3 0 | 22 11 5 | 30 11 2 | 322 | 1,81,773 | 18·2 | 30·1 |
| Calcutta .. Foot.. | 30 15 0 | 19 11 6 | 28 5 3 | | | | |
| Barisal .. .. | 18 0 9 | 16 8 3 | 17 6 2 | 4 | 1,770 | 14·3 | 20·6 *plus* House rent Rs. 2 in Darjeeling, Dacca, Mymensingh and Chittagong. |
| Chittagong .. .. | 24 5 3 | 12 15 3 | 19 8 2 | 13 | 4,967 | 12·3 | |
| Dacca .. .. | 18 14 5 | 16 10 7 | 17 3 9 | 9 | 3,576 | 12·8 | |
| Dibrugarh .. .. | 18 9 5 | 14 6 7 | 16 9 11 | 5 | 2,035 | 13·1 | |
| Gauhati .. .. | 15 8 3 | 13 2 0 | 14 3 8 | 6 | 2,107 | 11·3 | |
| Darjeeling .. .. | 13 12 0 | 11 8 0 | 12 12 8 | 8 | 1,483 | 6·0 | |
| Mymensingh .. .. | 18 10 8 | 16 6 10 | 17 12 4 | 5 | 2,068 | 13·3 | |
| Narayanganj .. .. | 20 13 3 | 19 8 0 | 20 4 1 | 4 | 2,036 | 16·4 | |
| Silchar .. .. | 17 5 1 | 15 10 1 | 16 3 9 | 4 | 1,248 | 10·0 | |
| Shillong .. .. | 17 10 2 | 13 7 3 | 15 14 3 | 7 | 2,906 | 13·4 | |

9. The remarks regarding the Bengal and Assam Circle apply equally to the Bihar and Orissa and United Provinces Circles. The earnings of task-work messengers in both these circles compare very unfavourably with earnings in other circles, but the main reason for the poorness of the wage earned is the smallness of the outturn of work, the average number of messages per messenger per mensem being 360 in Bihar and Orissa and 431 in the United Provinces. The remedy is to reduce the number of men, coupled, in cases in which the task-work rate is low, with an increase of that rate. The full benefit of the task-work system can not be derived unless the rate allowed is sufficient to induce the men to exert themselves. It is not the case, as might at first sight appear, that the lower the rate paid the smaller the cost to Government. Take the case of Patna as an example where there are 9 messengers who delivered 3,574 messages in January 1920 and were paid Rs. 5 *plus* 2-8-0 (mean) or Rs. 67-8-0 as subsistence and war allowances and earned in addition @ 3 pies per message Rs. 55-13-6, the cost to Government being Rs. 123-5-6. Suppose the staff to be reduced to 6 men delivering 595 messages each, which is less than is actually delivered in some places, and the rate per message to be raised to four pies, the cost to Government would be Rs. 45 *plus* 74-7-4 or Rs. 119-7-4, or a direct saving of about Rs. 4 a month to say nothing of the further saving on pension, leave allowance, and clothing.

| Names of offices. | Earnings of a task-work peon. | | | | | | No. of task-work peons. | Number of messages delivered. | Average number of messages per peon. per day. |
|---|---|---|---|---|---|---|---|---|---|
| | Maximum. | | | Minimum. | | | | | |
| | Rs. | A. | P. | Rs. | A. | P. | | | |
| Patna .. .. .. | 17 | 4 | 9 | 12 | 1 | 5 | 14 14 1 | 9 | 3,574 | 12·8 |
| Muzaffarpur .. .. .. | 13 | 4 | 0 | 12 | 10 | 3 | 12 15 2¼ | 4 | 1,512 | 12·2 |
| Dinapore Cantonment .. .. | 13 | 0 | 0 | 12 | 0 | 0 | 12 5 4 | 3 | 660 | 7·1 |
| Cuttack .. .. .. | 13 | 0 | 0 | 13 | 0 | 0 | 13 0 0 | 5 | 1,817 | 11·7 |
| Agra .. .. .. | 18 | 14 | 1 | 11 | 15 | 6 | 14 1 2 | 25 | 7,224 | 9·3 |
| Allahabad .. .. .. | 19 | 14 | 6 | 12 | 15 | 4 | 15 11 0 | 25 | 13,424 | 17·3 |
| Bareilly .. .. .. | 17 | 1 | 6 | 13 | 9 | 6 | 15 1 8 | 5 | 2,626 | 16·9 |
| Benares .. .. .. | 13 | 1 | 6 | 12 | 9 | 6 | 12 14 0 | 4 | 1,632 | 13·2 |
| Cawnpore .. .. .. | 16 | 12 | 3 | 12 | 6 | 0 | 14 2 3 | 37 | 17,957 | 15·7 |
| Dehra Dun .. .. .. | 19 | 11 | 0 | 13 | 1 | 7 | 15 6 0 | 6 | 2,368 | 12·7 |
| Fyzabad .. .. .. | 12 | 5 | 8 | 12 | 0 | 6 | 12 4 0 | 4 | 1,463 | 11·8 |
| Gorakphpore .. .. | 15 | 0 | 0 | 11 | 4 | 8 | 13 2 1 | 5 | 1,909 | 12·3 |
| Jhansi .. .. .. | 14 | 9 | 4 | 12 | 0 | 0 | 13 14 7 | 6 | 2,846 | 15·3 |
| Lucknow .. .. .. | 19 | 4 | 9 | 12 | 9 | 10 | 15 11 0 | 30 | 1,2748 | 13·7 |
| Lucknow Dilkusha .. .. | 13 | 14 | 3 | 12 | 1 | 7 | 13 2 7 | 6 | 2,363 | 12·7 |

10. It is we think made amply clear by the above that there is no case at all for a general increase of subsistence allowance and that what is wanted is an examination of the position of individual offices. We are of opinion that the required examination should and can be effected only by each head of a Circle who should be directed to consider what readjustment of subsistence allowance, of task work rates, of numbers of staff, or one or all is necessary in order to remove inequalities as between his and other Circles and also as between offices in his own Circle; that the subsistence allowance should be revised so as to absorb the war and grain compensation allowance and be fixed at an amount approximately equal to half the pay recommended in the next paragraph for messengers on fixed pay. We further recommend that the proposal of the Telegraph Committee in respect of leave and leave allowance should be accepted with the modification that the assumed pay should be not Rs. 16 and 12 but the pay which in each case the task work messenger would draw under the proposal in the following paragraphs were he a fixed pay messenger in the same office. In connection with this question of leave we would suggest with reference to the estimates of cost submitted by Postmasters General that the cost of the concession which depends upon an entirely unknown factor cannot be estimated. No one can say to what extent men will avail themselves of leave which entails some sacrifice of emoluments. It is probable however that in the case of men of the messenger class the pecuniary loss involved will act as a strong deterrent to leave to the full extent admissible being asked for at any rate by those who are working at or near their own homes, that is to say the vast majority. Further it is not permissible to assume as some of the estimates do assume that in every case in which leave is taken a substitute will be employed, and that consequently the extra cost will in all cases be the full amount of the assumed pay drawn by the absentee. It is probable that in the larger offices at any rate substitutes will not be employed except when the number of absentees happens to be unusually large.

11. There remains the case of fixed pay messengers of whom there are in the Department about 200 on rates of pay and allowances ranging from a minimum of Rs. 8 to a maximum of Rs. 24. We recommend that in all cases these messengers should be

given pay at the rate proposed for inferior servants of corresponding class in the Post Office, as shown below, war and grain compensation allowances being discontinued. As regards local and house rent allowances our recommendations in paragraph 6 of Chapter I will apply in these cases also.

*Bombay Circle.*

| | Rs. |
|---|---|
| Bombay and Karachi .. .. .. .. .. | 20—$\frac{1}{3}$—27. |
| Ahmedabad, Poona, Aden, Persian Gulf and important offices in the vicinity of Bombay .. .. .. .. | 17—$\frac{1}{3}$—22. |
| Places in Sind and also places where other Head Post offices and important sub post offices are situated .. .. | 16—$\frac{1}{3}$—21. |
| Rest of the Circle .. .. .. .. .. | 15—$\frac{1}{3}$—20. |

*Central Circle.*

| | |
|---|---|
| Places where Head Post offices are situated and in Mhow, Jaipur, Kamptee and Mount Abu .. .. .. | 14—$\frac{1}{3}$—19. |
| Rest of the Circle .. .. .. .. .. | 13—$\frac{1}{3}$—18. |

*Bihar and Orissa Circle.*

| | |
|---|---|
| Places where Head Post offices and important sub post offices are situated .. .. .. .. .. | 14—$\frac{1}{3}$—19. |
| Rest of the Circle .. .. .. .. .. | 13—$\frac{1}{3}$—18. |

*United Provinces Circle.*

| | |
|---|---|
| Lucknow, Cawnpore, Agra, Allahabad, Meerut, Benares, Gorakhpur, Mussoorie, Naini Tal, Dehra Dun, Almora, Ranikhet, Chakrata and Lansdowne .. .. | 14—$\frac{1}{3}$—19. |
| Rest of the Circle .. .. .. .. .. | 13—$\frac{1}{3}$—18. |

*Bengal and Assam Circle.*

| | |
|---|---|
| Calcutta .. .. .. .. .. .. | 16—$\frac{1}{3}$—21. |
| Alipore and Howrah, Darjeeling, Sikkim, Tibet, Lower and Upper Assam Divisions, Dacca, Mymensing and Chittagong .. .. .. .. .. .. | 15—$\frac{1}{3}$—20. |
| Places where other head Post Offices and important sub-offices are situated. .. .. .. .. .. | 14—$\frac{1}{3}$—19 |
| Rest of the Circle .. .. .. .. | 13—$\frac{1}{3}$—18. |

*Burma Circle.*

| | |
|---|---|
| Rangoon .. .. .. .. .. .. | 20—$\frac{1}{3}$—25. |
| Mandalay, Moulmein, Tavoy and Bassein .. .. .. | 19—$\frac{1}{3}$—24. |
| Places where other Head post offices and important sub post offices are situated .. .. .. .. | 18—$\frac{1}{3}$—23. |
| Rest of the Circle .. .. .. .. .. | 16—$\frac{1}{3}$—22. |

*Madras Circle.*

| | |
|---|---|
| Madras .. .. .. .. .. .. | 16—$\frac{1}{3}$—21 |
| Bangalore, Madura, Ootacamund, Dhanushkodi and Hyderabad .. .. .. .. .. | 15—$\frac{1}{3}$—20 |
| Places where other Head Post offices and important sub post offices are situated .. .. .. .. | 15—$\frac{1}{3}$—20. |
| Rest of the Circle .. .. .. .. .. | 13—$\frac{1}{3}$—18. |

*Punjab and North-West Frontier Circle.*

| | |
|---|---|
| Places where 1st class Head Post offices are situated except Quetta ... ... ... ... ... | 17—$\frac{1}{3}$—22. |
| Baluchistan .. .. .. .. .. | 18—$\frac{1}{3}$—22. |
| Places in the Frontier and in the Canal Colonies where Head post offices other than 1st class Head post offices are situated .. .. .. .. .. | 16—$\frac{1}{3}$—21. |
| Places where other Head post offices are situated, places in the North-West Frontier Districts (except those in the Hazara District), in the Sargodha, Lyallpur, and Montgomery Districts and Kasauli, Murree, Dalhousie, Nowshera and Risalpur .. .. .. .. | 15—$\frac{1}{3}$—20. |
| Rest of the Circle .. .. .. .. | 14—$\frac{1}{3}$—19 |

# CHAPTER X.

## Linemen, Telegraph Engineering Branch.

A case we have been asked to consider urgently in view of unrest among the staff is that of Linemen of the Telegraph Engineering Branch. This is an establishment consisting of men whose work requires some degree of mechanical skill and who must also be to some extent literate as they are required to keep notes regarding their work. They are employed on the construction and maintenance of telegraph and telephone lines and marking out new alignments for lines, erecting posts and levelling wires under expert supervision. Some of them go through a short course of training in telephony to better equip them for their work and those who undergo this training are given an allowance of Rs. 3 a month. The only addition of any consequence to their pay which they have received since 1914 is that of a war allowance of Rs. 3 a month. The table below shows the present pay, war allowance, strength and cost of this class of servants but it does not show grain compensation which also they draw at the rates from time to time in force for the localities in which they are employed.

| Pay. | War allowance. | Total | Number. | Cost. |
|---|---|---|---|---|
| Rs | Rs. | Rs. | | Rs. |
| 20 | 3 | 23 | 324 | 7,452 |
| 18 | 3 | 21 | 222 | 4,662 |
| 17 | 3 | 20 | 22 | 440 |
| 16 | 3 | 19 | 380 | 7,220 |
| 15 | 3 | 18 | 654 | 11,772 |
| 14 | 3 | 17 | 661 | 11,237 |
| 13 | 3 | 16 | 291 | 4,656 |
| | | Total .. | 2,554 | 47,439 |

2. The Chief Engineer, Telegraphs, has proposed the following time-scales of pay, grain compensation allowance being continued.

Eastern, Western and Southern Circles and men of the Northern Circle stationed in the United Provinces .. .. 16—½—26

Men stationed in the Punjab and North-West Frontier Provinces of the Northern Circle and in Burma Circle .. .. 20—½—30

The proposal in our opinion is moderate and we would accept it subject to the following modifications :—

(1) Grain compensation allowance under the present rules should not be continued, pay being slightly increased to compensate for its withdrawal.

(2) The scale of pay for the whole of India and Burma should be uniform as differentiation in favour of the Punjab and Burma is not justified on the basis of existing pay.

We accordingly suggest that a time-scale of Rs. 18 rising by a biennial increment of Re. 1 to Rs. 30 may be substituted for existing pay and allowances. The scale is undoubtedly moderate for the class of work required of these linemen.

3. The Chief Engineer, Telegraphs, has also suggested that instead of determining initial pay on the basis of length of service as has been proposed in the case of postmen and menials the entire staff should get a uniform percentage of increase

(about 13·5 per cent. on an average). We have no objection to this recommendation being accepted. The following table shows the financial effect of the proposed revision and the table below it shows the immediate increase of expenditure involved.

| Present. | | | | | Proposed. | | | | Net average increase. |
|---|---|---|---|---|---|---|---|---|---|
| Pay. | War allowance. | Total. | No. | Cost. | Grade. | Average. | No. | Total cost. | |
| Rs | Rs. | Rs. | | Rs. | | | | | |
| 20 | 3 | 23 | 324 | 7,452 | | | | | |
| 18 | 3 | 21 | 222 | 4,662 | | | | | |
| 17 | 3 | 20 | 22 | 440 | | | | | |
| 16 | 3 | 19 | 380 | 7,220 | 18—½—30 | 24 | 2,554 | 61,296 | |
| 15 | 3 | 18 | 654 | 11,771 | | | | | |
| 14 | 3 | 17 | 661 | 11,237 | | | | | |
| 13 | 3 | 16 | 291 | 4,656 | | | | | |
| | Total | .. | 2,554 | 47,439 | | | | | |
| | *Add* G. C. A. | .. | .. | 4,500 | (approximately). | | | | |
| | Grand total. | | | 51,939 | | | | 61,296 | 9,357 |

*Actual cost under the proposed scale.*

| Rate. | Number. | Cost. |
|---|---|---|
| Rs. | | Rs. |
| 28 | 324 | 9,072 |
| 26 | 222 | 5,772 |
| 25 | 22 | 550 |
| 24 | 107 | 2,568 |
| 23 | 462 | 10,626 |
| 22 | 689 | 15,158 |
| 21 | 437 | 9,177 |
| 20 | 291 | 5,820 |
| | 2,554 | 58,743 |
| | *Deduct* present cost .. .. | 51,939 |
| | | 6,804 |

We recommend that the increase be sanctioned with effect from the 1st December 1919.

As regards local allowances our recommendation is that the existing local allowances should continue, but no additional allowance should be granted unless the Local Government grant such an allowance to their servants at the same place.

# CHAPTER XI.

## Telegraph Workshop and Store Depots.

### *Workshop.*

The clerical establishment of the Telegraph Workshop at Alipore consists of 33 clerks and 3 draftsmen paid as follows :—

| | | Rs. | |
|---|---|---|---|
| 1 | on .. .. .. .. .. | 125—5—150 | Cadre A. |
| 1 | on .. .. .. .. .. | 100—5—125 | |
| 2 | on .. .. .. .. .. | 80—4—100 | |
| 7 | on .. .. .. .. .. | 40—4—80 | |
| 22 | on .. .. .. .. .. | 35—3—80 | Cadre B. |
| 1 | Draftsman on .. .. .. .. | 70 | |
| 1 | Draftsman on .. .. .. .. | 55 | |
| 1 | Draftsman on .. .. .. .. | 35 | |

In addition to pay as above, the staff draw war allowance ranging from Rs. 4 to Rs. 6 a month.

2. We have received no proposals from the head of the institution beyond what may be deduced from the following note put up by him to the Chief Engineer, Telegraphs :—

> "The 'A' cadre or class is intended for clerks of good qualification who will eventually occupy the posts of Store-keeper, Head Accounts Clerk, and Chief Correspondence Clerk. There should be a five years' grade for the Store-keeper, Head Accounts Clerk and Chief Correspondence Clerk, a general 25 years' time-scale, and an intermediate 5 years' grade for two clerks."

This is not very helpful, but the absence of clearly stated proposals from the head of the office is fortunately not in this case a matter of much moment as the establishment is a small one, and conditions are not complex. Previous to the 1st of March 1919 the minimum pay of the sanctioned scale was Rs. 30, the maximum Rs. 120 and the average Rs. 46·5. The revision of 1919 raised the minimum to Rs. 35, the maximum to Rs. 150, and the average to Rs. 67·4, or, including war allowance, to Rs. 73·3. The increase was substantial but it is claimed that it was inadequate. In so far that the revision gave to the individual only a small immediate increase, it may be admitted that it was so; the benefit conferred was prospective rather than present.

3. Having regard to the simple character of the work of clerks in an office attached to a Workshop and to the increase so recently sanctioned we are not prepared to recommend further revision on a liberal scale. The scale which we propose below raises the average to Rs. 81, provides suitable pay for the three responsible posts of Store-keeper, Head Accounts Clerk and Chief Correspondence Clerk, allows for the superior section of the establishment, namely, the "A" cadre, the time-scale of pay recommended by us for the clerks of the General Post Office, Calcutta, and for those of the "B" cadre a less favourable time-scale.

| Present. | | | | | Proposed. | | | | Net average increase per month. |
|---|---|---|---|---|---|---|---|---|---|
| No. | Grade. | Average pay. | W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| 1 | 125—5—150 | 143¾ | 7 | 150·75 | | | | | |
| 1 | 100—5—125 | 118¾ | 6 | 124·75 | 3 | 145—5—170 | 163·75 | 491·25 | |
| 2 | 80—4—100 | 95 | 5 | 200 | 8 | 45—45—50—3—65—4—105 | 84·2 | 673·6 | |
| 7 | 40—4—80 | 66⅔ | 6 | 509 | .. | —5—140* | | | |
| 22 | 35—3—80 | 61¼ | 6 | 1,479·5 | 25 | 40—3—100† | 70 | 1,750 | |
| 1 | 70 | 70 | 6 | 76 | | | | | |
| 1 | 55 | 55 | 6 | 61 | | | | | |
| 1 | .. | 35 | 4 | 39 | .. | .. | | | |
| 36 | .. | .. | .. | 2,640 | 36 | .. | .. | 2,915 | Rs. 275 or Rs. 3,300 per annum. |

*With efficiency bars at 73 and 105 stages.
†With efficiency bars at 67 and 82 stages.

*Store Depots.*

4. The office establishment of these Depots consists of 90 clerks employed mainly in Alipore, but partly also in Bombay, Madras, Rangoon and Karachi. This establishment, like that of the workshop office, was revised during the years 1918 and 1919 with the result that the minimum pay was raised from Rs. 20 to Rs. 30, the maximum from Rs. 150 to Rs. 200 and the average from Rs. 44 to Rs. 67·2. The clerks draw war allowance and including that allowance, the present average is Rs. 73·7. The Superintendent of Stores, Alipur, recommends a revision which need not be set out in detail but the effect of which would be to enhance the minimum to Rs. 50 for all but three appointments in Madras, the maximum to Rs. 275, and the average to Rs. 93·6.

5. Here again the revision of 1919 failed to meet the needs of the case mainly because the improvement was largely prospective, the immediate increases being in many cases inappreciable. For the work to be done the present sanctioned scale is a fairly good one, and we do not think any further revision on a liberal scale is called for. Some revision is, however, necessary in order to effect absorption in pay of the war allowance, to provide a time-scale, and to allow a moderate improvement on the present sanctioned scale. We recommend that the scale be revised as shown in the following proposition statement. The propcsed scale provides suitable pay for the more responsible appointments and time-scales, a superior and inferior, as proposed for the office staff of the Workshop.

*Clerical Establishment.*

| | Present. | | | | | Proposed. | | | | Net average increase per month |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. | Grade. | Average pay. | W.A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| Alipore .. | 1 | 150—10—200 | 187·5 | 9 | 196·5 | 1 | 200—10—250 | 237·5 | 237·5 | |
| | 1 | 125—5—150 | 143·75 | 7 | 150·75 | 1 | 175—5—200 | 193·75 | 193·75 | |
| | 2 | 100—5—125 | 118·75 | 6 | 249·5 | 2 | 145—5—170 | 163·75 | 327·5 | |
| | 4 | 80—4—100 | 95 | 5 | 400 | 18 | 45—45—3—65—4—105—5—140.* | 84·2 | 1,515·6 | |
| | 14 | 40—4— 80 | 66⅔ | 6 | 1,017·3 | .. | | | | |
| | 44 | 35—3— 80 | 61¼ | 6 | 2,959 | 45 | 40—3—100† | 70 | 3,150 | |
| | 1 | 60—5— 80 | 75 | 4 | 79 | .. | .. | .. | .. | |
| Total .. | 67 | .. | .. | .. | 5,052 | 67 | .. | .. | 5,424 | 372 |
| Bombay .. | 1 | 120—4—140 | 135 | 7 | 142 | 1 | 175—5—200 | 193·75 | 193·75 | |
| | 2 | 80—4—100 | 95 | 7.125 | 204·25 | 2 | 50—50—60—3—105—5—140.‡ | 89·2 | 178·4 | |
| | 1 | 65 | 65 | 9·75 | 74·75 | .. | | | | |
| | 1 | 55 | 55 | 13·75 | 68·75 | .. | | | | |
| | 1 | 45 | 45 | 11·25 | 56·25 | | | | | |
| | 1 | 40 | 40 | 10 | 50 | 5 | 50—3—110§ | 80 | 400 | |
| | 1 | 35 | 35 | 8·75 | 43·75 | | | | | |
| | 8 | .. | .. | .. | 639·75 | 8 | .. | .. | 772 | 132·25 |

*With efficiency bars at 73 and 105 stages.
†With efficiency bars at 67 and 82 stages.
‡ With efficiency bars at 81 and 105 stages.
§With efficiency bars at 77 and 92 stages.

| | Present. | | | | | Proposed. | | | | Net average increase per month. |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. | Grade. | Average pay. | W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total cost. | |
| Madras .. .. | 1 | 80—4—100 | 95 | 5 | 100 | 1 | 125—5—150 | 143·75 | 143·75 | |
| | 1 | 60 | 60 | 6 | 66 | .. | | | | |
| | 1 | 45 | 45 | 5 | 50 | | | | | |
| | 1 | 40 | 40 | 5 | 45 | 5 | 40—3—100* | 70 | 350 | |
| | 1 | 35 | 35 | 4 | 39 | | | | | |
| | 1 | 30 | 30 | 4 | 34 | | | | | |
| Total .. | 6 | .. | .. | .. | 334 | 6 | .. | .. | 493·75 | 159·75 |
| Karachi .. .. | 1 | 80 | 80 | 12 | 92 | 1 | 125—5—150 | 143·75 | 143·75 | |
| | 1 | 65 | 65 | 10 | 75 | | | | | |
| | 1 | 60 | 60 | 15 | 75 | | | | | |
| | 1 | 45 | 45 | 12 | 57 | 4 | 40—3—100* | 70 | 280 | |
| | 1 | 30 | 30 | 8 | 38 | | | | | |
| | 5 | .. | .. | .. | 337 | 5 | .. | .. | 423·75 | 86·75 |
| Rangoon .. | 1 | 80—4—100 | 95 | 5 | 100 | 1 | 125—5—150 | 143·75 | 143·75 | |
| | 1 | 60 | 60 | 6 | 66 | | | | | |
| | 1 | 50 | 50 | 5 | 55 | 3 | 50—3—110† | 80 | 240 | |
| | 1 | 40 | 40 | 5 | 45 | | | | | |
| Total .. | 4 | .. | .. | .. | 266 | 4 | .. | .. | 383·75 | 117·75 |
| GRAND TOTAL | 90 | .. | .. | .. | 6,628·75 | 90 | .. | .. | 7,497·25 | 868·5 or 10,422 per annum. |

* With efficiency bars at 67 and 82 stages.
† With efficiency bars at 77 and 92 stages.

*Inferior Servants.*

6. The menial establishment of the Telegraph Workshops consists of :—

| | | Rs. |
|---|---|---|
| 1 | Duftry on .. .. .. .. | 14 *plus* 3 W.A.=17 |
| 1 | Jemadar on .. .. .. .. | 14 *plus* 3 W.A.=17 |
| 3 | Durwans on .. .. .. .. | 13 *plus* 3 W.A.=48 |
| 1 | Head peon on .. .. .. .. | 13 *plus* 2 W.A.=15 |
| 1 | Peon on .. .. .. .. | 13 *plus* 3 W.A.=16 |
| 1 | Peon on .. .. .. .. | 12 *plus* 2 W.A. and G.C.A. Re. 1=15 |
| 2 | Peons on .. .. .. | 11 *plus* 2 W.A. and G.C.A. 1=28 |
| 1 | Peon on .. .. .. | 10 *plus* 2 W.A. and G.C.A. 1=13 |
| 11 | | 169 |

The pay of these men was revised with effect from 1st March 1919 when each individual was granted an increase of Rs. 2 a month. The Superintendent of the Telegraph Workshops has made no proposal regarding the rates of pay of this establishment nor has the Chief Engineer offered any suggestion on the subject. As in the case of other menial staff of the Engineering branch, we have, in making

our recommendations, taken as our guide the rates of pay proposed for Postal menials of similar class and our proposals are as shown below :—

| | | |
|---|---|---|
| 1 Duftry .. .. .. .. | 20—$\frac{1}{5}$—25. | 22·5 |
| 1 Jamadar .. .. .. .. | 20. | 20· |
| 3 Durwans .. .. .. .. | 15—$\frac{1}{5}$—20· | 157·5 |
| 6 Peons .. .. .. .. .. | | |
| | | 200·0 |

They involve an increased expenditure of Rs. 31 per month or of Rs. 372 per annum.

7. For the menial establishment of the Store Depots our proposals are as shown in the subjoined statement :—

| Number and designation. | Present. | Proposed by Stores Superintendent. | Proposed by Committee. |
|---|---|---|---|
| ALIPUR. | Rs. | Rs. | Rs. |
| 5 Sirkars on .. .. .. .. | 24 to 40 *plus* W.A. | 30—1—40—2—80 | 25—1—50 |
| 2 Tindals on .. .. .. | 17 *plus* W.A. .. | 22 .. | 20—$\frac{1}{5}$—25 |
| 12 Packers on .. .. .. | 11 to 15 *plus* W.A. and G.C.A. | 13 to 18 .. | 15—$\frac{1}{5}$—20 |
| 4 Manjees on .. .. .. | 13 to 18 *plus* W.A. | 16 to 29 .. | 16—$\frac{1}{5}$—21 |
| 2 Duftries on.. .. .. .. | 14 and 16 *plus* W.A. | 17 and 19 .. | 20—$\frac{1}{5}$—25 |
| 9 Peons on .. .. .. .. | 10 to 16 *plus* W.A and G.C.A. | 15 to 19 .. | 15—$\frac{1}{5}$—20 |
| BOMBAY DEPOT. | | | |
| 2 Packers on .. .. .. | 15 and 16 *plus* W. A. 6. | 22 and 25 .. | 20—$\frac{1}{3}$—27 |
| 3 Lascars on .. .. .. .. | 12 to 15 *plus* W.A. 6. | 20 to 21 .. | 20—$\frac{1}{3}$—27 |
| 1 Peon on .. .. .. .. | 12 *plus* W.A. 6 .. | 20 .. | 20—$\frac{1}{3}$—27 |
| 1 Durwan on .. .. .. | 18—1—20—*plus* W.A. 7. | 30 .. | 20—$\frac{1}{3}$—27 |
| MADRAS DEPOT. | | | |
| 2 Packers on .. .. .. | 10 and 11 *plus* W.A. and G.C.A. | 15 and 16 .. | 15—$\frac{1}{5}$—20 |
| 2 Lascars on .. .. .. .. | 8 and 9 *plus* W.A. and G.C.A. | 15 .. | 15—$\frac{1}{5}$—20 |
| 1 Peon on .. .. .. .. | 8 *plus* W.A and G.C.A. | 15 .. | 15—$\frac{1}{5}$—20 |
| KARACHI. | | | |
| Carpenter on .. .. .. | 30 *plus* W.A. 6 .. | 45 .. | 40 |
| 1 Sircar on .. .. .. .. | 25 *plus* W.A. 6 .. | 40 .. | 30—$\frac{1}{5}$—35 |
| 1 Muccadum on .. .. .. | 20 *plus* W.A. 6 .. | 32 .. | 25—$\frac{1}{5}$—33 |
| 2 Lascars on .. .. .. | 10 *plus* W.A. 6 .. | 22 .. | 20—$\frac{1}{3}$—27 |
| 2 Chowkidars on .. .. .. | 15 *plus* W.A. 6 .. | 27 .. | 20—$\frac{1}{3}$—27 |
| RANGOON. | | | |
| 3 Durwans on .. .. .. | 15 and 16 *plus* W.A. 3. | 20 and 22 .. | 20—$\frac{1}{5}$—25 |
| 1 Peon on .. .. .. .. | 12 *plus* W.A. 2 .. | 15 .. | 20—$\frac{1}{5}$—25 |

*Plus* house-rent of Rs. 7 in Bombay

*Plus* house-rent of Rs. 4 in Karachi.

The adoption of the Superintendent's proposals would involve an expenditure of Rs. 1,287 a month or Rs. 210 a month more than the cost of the present scale. The financial effect of our proposals is an increase of Rs. 163 per month or Rs. 1,956 per annum.

8. Further we recommend for both the office of the Superintendent of the Workshop and the office of the Superintendent of the Store Depot, clerical and menial, that the revision be sanctioned with retrospective effect from the 1st of December 1919, and that in the case of those clerks who are brought on to one or other of the time-scales, that is to say, Rs. 45—140, 40—100, 50—140 and 50—110, and in that of inferior servants, the rules proposed for clerks and inferior servants of the Post Office be applied.

# CHAPTER XII.

## Indian Inspecting Telegraphists.

There are two classes of subordinates employed on the technical inspection of Railway, Canal, and Combined Telegraph offices, and of Telephone offices, namely (1) Inspecting Telegraphists and (2) Indian Inspecting Telegraphists. Inspecting Telegraphists are recruited from the signalling branch of the Department and draw pay on the following scale, namely, Rs. 80—5—100—10—250—20—350. Indian Inspecting Telegraphists used to be recruited partly by the direct appointment of men who had picked up some technical knowledge, and partly by the transfer to the class of clerks of the Department. Recruitment for this class has however ceased, having been discontinued since 1915, and the class is dying out, retiring members being replaced by men of the Inspecting Telegraphist class, that is to say, as each such vacancy occurs, an Inspecting Telegraphist is appointed, the number of appointments of Indian Inspecting Telegraphists being *pro tanto* reduced. The number in the class has dwindled down to thirteen on rates of pay as shown below:—

| | Rs. |
|---|---|
| 2 on .. .. .. .. .. .. .. | 100—6—130 |
| 6 on .. .. .. .. .. .. .. | 80—4—100 |
| 5 on .. .. .. .. .. .. .. | 60—4—80 |

2. It is considered that these men, in common with all other ranks of the Telegraph Department, have a strong claim to an increase of pay, inasmuch as they have not been granted any increase, beyond the war allowance, for several years. The Chief Engineer, Telegraphs, recommends that they should be admitted to the scale of pay, namely, Rs. 55—180 recently sanctioned for local service telegraphists, and be brought on to that scale at the same point as a local service telegraphist on the same pay would be brought on. The effect of this would be that pay would be increased as shown below at an immediate extra cost of Rs. 206 a month:—

| | | | | | | | Rs. |
|---|---|---|---|---|---|---|---|
| 2 | from Rs. | 112 | *plus* | 6 | (War allowance) to | .. .. | 140 |
| 1 | „ | 100 | „ | 5 | „ | .. .. | 120 |
| 1 | „ | 96 | „ | 5 | „ | .. .. | 115 |
| 2 | „ | 92 | „ | 5 | „ | .. .. | 110 |
| 4 | „ | 80 | „ | 4 | „ | .. .. | 100 |
| 1 | „ | 76 | „ | 4 | „ | .. .. | 95 |
| 1 | „ | 72 | „ | 4 | „ | .. .. | 90 |
| 1 | „ | 60 | „ | 6 | „ | .. .. | 80 |

We agree with the Chief Engineer, and further we recommend that the increase should be allowed with effect from the 1st of December 1919.

3. The witnesses representing the class have forcibly urged that there is no difference in fact between Indian Inspecting Telegraphists and Inspecting Telegraphists. They claimed that the two classes do precisely the same work, charges being interchangeable, and being held indifferently by one class or the other. It is quite an ordinary occurrence, they said, for an Indian Inspecting Telegraphist to take over charge from an Inspecting Telegraphist, and *vice versâ*, and three of the witnesses stated that they themselves had relieved Inspecting Telegraphists when taking over the charges now held by them. The witnesses further claimed that they do the work equally well and that to deny them the pay that was given to others for the same work no better done was unjust. Mr. T. L. James, Superintendent of Telegraphs, Lahore Division, who has been good enough to help us in the enquiry pertaining to Telegraph subordinates whose work is technical, informs us that the class of Indian Inspecting Telegraphists was abolished because it was felt that they were not quite up to the standard required,

and that there is no doubt that as a class the Inspecting Telegraphist recruited by selection from among telegraphists who belong to the General Service of signallers of the Telegraph Department is undoubtedly better qualified than the Indian Inspecting Telegraphist. He is prepared to admit, however, that among the latter there are some few exceptional men who are quite as good in every way as the Inspecting Telegraphist. This being the case, we recommend that Indian Inspecting Telegraphists may be given an early opportunity of appearing for the technical examination which Inspecting Telegraphists are required to pass in order to qualify for advancement beyond Rs. 250, and that such of them as can prove their fitness by passing this examination should be appointed Inspecting Telegraphists, and be given the pay on the Inspecting Telegraphists' scale to which by length of service they would have risen had they been on that scale throughout their service.

4. As regards local allowances our recommendations are that the existing ones should continue but in future when such allowances are proposed they should not be sanctioned unless the local Government concerned has admitted the place in question to be one in which a local allowance should be granted.

## CHAPTER XIII.

### Line Inspectors and Sub-Inspectors.

Previous to May 1920 the rates of pay of Sub-Inspectors varied from a minimum of Rs. 25 to a maximum of Rs. 80, the establishment being divided into three grades as follows :—

| | Rs. |
|---|---|
| 3rd grade on .. .. .. .. | 25 a month. |
| 2nd grade on .. .. .. .. | 25—3—40 |
| 1st grade on .. .. .. .. | 50—5—80 |

These rates of pay had been in force since 1866, the establishment having during this period of 54 years been granted no increase except that sanctioned as a war allowance in and since 1917. In May 1920 the Government of India sanctioned the following scale :—

| | Rs. |
|---|---|
| 2nd grade on .. .. .. .. .. | 30—3—45 |
| 1st grade on .. .. .. .. .. | 50—5—80 |

and at the same time created a new scale (Line Inspector) on Rs. 80—5—100, the war allowance being dropped for all. The numbers in each of these grades are approximately 65 per cent., 30 per cent. and 5 per cent. of the establishment, that is to say, the present sanctioned strength is :—

| | |
|---|---|
| 2nd grade .. .. .. .. .. .. | 348 |
| 1st grade .. .. .. .. .. .. | 157 |
| Line Inspectors .. .. .. .. .. | 26 |

2. It has been represented that these increases, which amounted to Re. 1 a month on the minimum and Rs. 16 a month on the maximum, were inadequate and that an increase in 1920 of 50 per cent. on the pay sanctioned in 1866 would not be unreasonable. The Chief Engineer accordingly proposes the following improved scale :—

| | |
|---|---|
| 2nd grade .. .. .. .. .. | 348 on Rs. 35—3—50—5—70. |
| 1st grade .. .. .. .. .. | 157 on Rs. 80—5—100. |
| Line Inspectors .. .. .. .. | 26 on Rs. 100—5—120. |

3. We agree that a more liberal increase than that sanctioned in May last is fully justified and that the minimum and maximum limits of pay may reasonably be fixed at Rs. 35 and 120 respectively. But we deprecate the division of the Sub-Inspector class into two grades as proposed by the Chief Engineer. The establishment is one in which recruitment is irregular and for such an establishment a graded scale of which 65 per cent. of the appointments are in the lowest grade is open to the objection that it will cause blocks of promotion—an objection which is even more than usually serious in the case of an establishment which is recruited, as this of Sub-Inspectors is, by promotion from the class below (Linemen) and which men enter when they are middle-aged. For these reasons we would substitute for the Chief Engineer's proposals the following scale :—

| | Rs. |
|---|---|
| 505 on .. .. .. | 35—3—50—5—100 with an efficiency bar at 50. |
| 26 on .. .. .. | 100—5—120 |

at an increase of cost, over the present sanctioned scale, of Rs. 1,40,816 a year. We have put the period of rise from minimum to maximum at the comparatively short term of 15 years for the reason that for a scale which men enter after they have served for several years in a lower class a longer term would be unsuitable.

4. When the scale sanctioned in May 1920 was introduced, service as a Sub-Inspector of each incumbent was taken into account and his initial pay on the new scale was fixed accordingly. A Sub-Inspector of the 3rd grade with less than one year's service whose pay and allowances at the time were Rs. 25 *plus* Rs. 4 was promoted to Rs. 30, one with 1 to 2 years' service to Rs. 33, one with 3 to 4

years' service to Rs. 33. We recommend that the further increase now proposed may be allowed as shown in the following statement, pay in each case being enhanced from the amount shown as " present pay " to the amount shown in the column opposite as " proposed pay."

| | Present Pay (1st May 1920). | Proposed Pay (1st December 1919). |
|---|---|---|
| | Rs. | Rs. |
| Sub Inspectors. | 30 | 35 |
| | 33 | 38 |
| | 36 | 41 |
| | 39 | 44 |
| | 42 | 47 |
| | 45 | 50 |
| | 50 | 55 |
| | 55 | 60 |
| | 60 | 65 |
| | 65 | 70 |
| | 70 | 75 |
| | 75 | 80 |
| | 80 | 85 |
| Line Inspectors. | 80 | 100 |
| | 85 | 105 |
| | 90 | 110 |
| | 95 | 115 |
| | 100 | 120 |

5. The increase sanctioned in May last was given with effect from the 5th of April 1920 and the Chief Engineer, Telegraphs, proposes that the further increase now recommended should be granted with effect from the 1st of August 1920. We are unable to agree as it seems to us that in equity it should be allowed with effect from the 1st of December 1919, that being the date from which the increased pay recommended for other employees of the Telegraph Department was sanctioned on the recommendation of the Telegraph Committee, 1920. Had the case of Sub-Inspectors been dealt with, as was intended, by the Telegraph Committee they would have been given the increase sanctioned for them with effect from the 1st of December and we are strongly of opinion that it would be inequitable to deprive them of a benefit which other employees of the Department have been allowed merely because of the accident that the consideration of their case has been unavoidably postponed.

6. As regards local allowances our recommendation is that no change should be made, existing allowances being continued.

# CHAPTER XIV.

## Telephone Inspectors and Operators.

### *Inspectors.*

This is a comparatively new service. Originally men were appointed to it on varying rates of pay and no regular grading was fixed till 1918 when the present scale was sanctioned. The scale now stands at —

| | | Rs. |
|---|---|---|
| 6 | on .. .. .. .. .. .. .. | 80—4—100 |
| 13 | on .. .. .. .. .. .. .. | 60—4—80 |
| 26 | on .. .. .. .. .. .. .. | 40—3—55 |
| 45 | | |

2. It is thought in the Department that revision is necessary and local officers have proposed a variety of scales ranging from a minimum of Rs. 40 to a maximum of Rs. 180. The Chief Engineer, Telegraphs, proposes the following : —

| | | Rs. |
|---|---|---|
| 5 | Circle Inspectors on .. .. .. .. .. | 110—4—150 |
| 14 | Inspectors on .. .. .. .. .. | 80—3—110 |
| 26 | Inspectors on .. .. .. .. .. | 50—3—80 |

The average cost of the present scale is Rs. 2,813 a month and that of the proposed scale Rs. 3,846. Deducting war allowance which will be discontinued, namely, Rs. 247 a month, the financial effect of the proposals of the Chief Engineer is an increase of Rs. 786 a month or Rs. 9,432 a year.

3. Seeing that the present scale was sanctioned so recently as in December 1918 when prices ruled high, we would restrict the maxima to Rs. 140 for Circle Inspectors and Rs. 100 for Inspectors. Further, for reasons which we have consistently urged in favour of a time-scale, we recommend such a scale in preference to the two grades of Inspectors proposed by the Chief Engineer. The scale we suggest is—

| | | Rs. |
|---|---|---|
| 5 | Circle Inspectors on .. .. .. .. .. | 110—5—140 |
| 40 | Inspectors on .. .. .. .. | 50—3—95—5—100 (with an efficiency bar at Rs. 80. |

The cost of this scale is Rs. 3,737 a month and the financial effect of its introduction taking into account the saving on war allowance of Rs. 247 a month is an increase of Rs. 677 a month or Rs. 8,124 a year.

### Operators.

4. The pay of this class ranges from a minimum of Rs. 25 a month to a maximum of Rs. 100. but the number of appointments on pay below Rs. 40 and above Rs. 80 is negligible and the pay really varies from a minimum of Rs. 40 or with war allowance added, Rs. 45, to a maximum of Rs. 80 or, with war allowance, Rs. 84. All would seem to be agreed that revision of the scale is necessary, but there is much divergence of opinion among local officers as to the scale which should be adopted and some of the proposals made are fantastic. The Chief Engineer suggests two scales, namely, one " for first class operators capable of taking charge in the large exchanges and the other for the remainder with the proviso that no operator on the lower scale shall rise beyond Rs. 75 unless there are more than 30 lines on the Board.

" The senior grade would be Rs. 75—5—130."

" The Junior grade would be Rs. 40—5—100 with a bar at Rs. 75."

5. As the present minimum pay *plus* war allowance is Rs. 45 for all but a very small fraction of the staff we were doubtful whether Rs. 40 as a minimum would meet the case, and further the proposal regarding the senior grade was not

quite clear to us. After discussion with the Chief Engineer we propose the following scale : —

| | Rs. |
|---|---|
| 8 senior grade operators on .. .. .. | 100—5—130 |
| 208 operators on .. .. .. .. | 50—3—95—5—100 |
| | *with an efficiency bar at Rs. 80.* |

The present cost of the establishment inclusive of war allowance is Rs. 1,45,248 a year and the cost under our proposals will amount to Rs. 2,04,228 a year, or an increase of Rs. 58,980 a year.

6. As regards local allowances we recommend no change that is to say sanctioned allowances should be continued and no new allowances granted, and as to retrospective effect and method of fixing initial pay on the proposed time-scale we recommend the concessions proposed in paragraphs 7 and 5 of Chapter I and in paragraph 16 of Chapter II of this report.

# CHAPTER XV.

## Clerks and Menials in Offices of the Engineering Branch of the Telegraph Department.

The number of clerks in this section of the establishment of the Telegraph Department is 151, employed at an average cost, including the war allowance, of Rs. 14,331 a month. The establishment was last revised with effect from the 1st of March 1919, from which date the average pay of the clerks in each Circle was increased by—

| | Per cent. |
|---|---|
| Northern Circle .. .. .. .. .. .. | 40·4 |
| Eastern Circle .. .. .. .. .. .. | 29·8 |
| Southern Circle .. .. .. .. .. .. | 21·1 |
| Western Circle .. .. .. .. .. .. | 19·6 |
| Burma Circle .. .. .. .. .. .. | 20·4 |

On the occasion of this revision the war allowance was not withdrawn.

2. The increase sanctioned is said to have proved inadequate under existing circumstances and revision is again proposed, the recommendations of Directors of Circles being as shown in the following statement:—

| Circle. | Present. | | | | | Proposed by Circle Directors. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. | Grade. | Pay. | W. A. | Total cost. | No. | Grade. | Average pay. | Total average cost. | |
| | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| Northern Circle | 1 | 200—10—250 | 237·5 | 12 | 249·5 | 1 | 225—10—275 | 262·5 | 262·5 | |
| | 6 | 100—10—150 | 825 | 42 | 867 | 6 | 150—10—200 | 187·5 | 1,125 | |
| | 9 | 80—4—100 | 855 | 45 | 900 | 9 | 100—10—170 | 137·5 | 1,237·5 | |
| | 19 | 40—4— 80 | 1,266·6 | 126 | 1,392·6 | 19 | 50— 5—100 | 87·5 | 1,662·5 | |
| Total .. | 35 | | .. | .. | 3,409 | 35 | | .. | 4,287 | 878 |
| Southern Circle | 1 | 150—10—200 | 187·5 | 9 | 196·5 | 1 | 200—10—250 | 237·5 | 237·5 | |
| | 2 | 100—10—150 | 275 | 14 | 289 | 1 | 150 | .. | 150 | |
| | 3 | 80—4—100 | 285 | 15 | 300 | 3 | 100—10—150 | 137·5 | 412·5 | |
| | 12 | 40—4—80 | 800 | 72 | 872 | 5 | 80—4—100 | 95 | 475 | |
| | 6 | 40 | 240 | 30 | 270 | 14 | 40—5—80 | 68 | 952 | |
| | 24 | | .. | .. | 1,927 | 24 | | .. | 2,227 | 300 |
| Eastern Circle .. | 1 | 200—10—250 | 237·5 | 12 | 249·5 | 1 | 200—10—270 | 257·5 | 257·5 | |
| | 6 | 100—10—150 | 825 | 42 | 867 | 6 | 150—10—200 | 187·5 | 1,125 | |
| | 7 | 80—4—100 | 665 | 35 | 700 | 28 | 40—5—150 | 91·33 | 22,557 | |
| | 21 | 40—4—80 | 1,400 | 126 | 1,526 | 1 | 40—4—100 | 75 | 75 | |
| | 1 | 40 | 40 | 5 | 45 | 1 | Shorthand allowance. | .. | 20 | |
| | 36 | | .. | .. | 3,387 | 36 | | .. | 4,034 | 647 |

| Circle. | Present. | | | | | Proposed by Circle Directors. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. | Grade. | Pay. | W. A. | Total cost. | No. | Grade. | Average pay. | Total average cost. | |
| Western Circle | 1 | 200—10—250 | 237·5 | 12 | 249·5 | 1 | 220—10—270 | 257·5 | 257·5 | |
| | 4 | 100—10—150 | 550 | 28 | 578 | 4 | 140—10—190 | 177·5 | 710 | |
| | 5 | 80—4—100 | 475 | 25 | 500 | 21 | 50—5—125 | 93·75 | 1,968·75 | |
| | 18 | 40—4—80 | 1,200 | 108 | 1,308 | 1 | 75—5—125 | 108·3 | 108·3 | |
| | | | | | | 2 | 60—5—70 | 69 | 138 | |
| | 28 | | .. | .. | 2,635 | 29 | | .. | 3,182 | 547 |
| Burma Circle .. | 1 | 200—10—250 | 237·5 | 12 | 249·5 | 1 | 200—15—275 | 256·25 | 256·25 | |
| | 5 | 110—10—160 | 737·5 | 35 | 772·5 | 5 | 120—10—170 | 157·5 | 787·5 | |
| | 6 | 90—4—110 | 630 | 30 | 660 | 6 | 90—5—120 | 112 | 672 | |
| | 16 | 50—4—90 | 1,226·6 | 64 | 1,290·6 | 16 | 50—5—90 | 78 | 1,248 | |
| | 28 | | .. | .. | 2,972 | 28 | | .. | 2,963 | —9 |
| Grand total | 151 | | .. | .. | 14,330 | 151 | | .. | 16,693 | 2,363 |

3. As the figures below show, the result of these proposals would be seriously to aggravate existing inequalities. They give too much to the Northern Circle and too little to the Southern and Burma Circles, the effect of them in the case of the last named being actually to allow slightly less than the present scale. If they were sanctioned as they stand, the Circles less favourably treated would be dissatisfied and would very likely press to be raised to the level of the most favourably treated Circle. They entail rather more expenditure than the circumstances of the case seem to us to justify, and they do not provide what is wanted, namely, a solution which contains some promise of stability.

| Circle. | Pre-war average. | Present average. | Proposed average. |
|---|---|---|---|
| | Rs. | Rs. | Rs. |
| Northern Circle .. .. .. .. .. | 69·4 | 97·4 | 122·5 |
| Southern Circle .. .. .. .. .. | 66·3 | 80·3 | 92·8 |
| Eastern Circle .. .. .. .. .. | 72·5 | 94·1 | 112·1 |
| Western Circle .. .. .. .. .. | 78·7 | 94·1 | 109·7 |
| Burma Circle .. .. .. .. .. | 88·1 | 103·1 | 105·8 |

4. The Chief Engineer, Telegraphs, notes "There is some analogy between Telegraph Circle clerks and Postmaster-General's office clerks. There is also some analogy between Telegraph Divisional clerks and head clerks in offices of Superintendents of Post Offices. As I do not know what recommendations have been made for the clerks of Postmaster-General's offices, I am unable to make any suggestion." The knowledge which the Chief Engineer lacked would not, we think, have been of much use to him as there is necessarily a wide difference between offices of Postmasters-General which consist of something like 60 to 200 clerks and offices of

Directors of Circles which consist of from 7 to 10 clerks, and the difference in the nature of the duties of clerks in offices of Superintendents of Post Offices and those of clerks in Telegraph Divisional Offices also is very great; if pay in the two were to be equalized the present pay in the Telegraph Divisional Offices would have to be materially reduced.

5. Our own conclusions in regard to these office establishments are that bearing in mind that they have always been well paid compared with other Government offices of equal status, and also the fact that as lately as in March 1919 a substantial increase of pay was sanctioned, there is not a strong case for a further large increase now. We think that a small increase in the pay of the higher appointments, coupled with the substitution for the lower grades of a time-scale such as that proposed by us for clerks of the Post Office, will meet the case. Our proposals are tabulated and compared with the present scale in the statement below. In further explanation of them we may say that the number of appointments in the Rs. 200—10—250 (proposed Rs. 220—10—270) grade is increased by one in order to provide for the Southern Circle a head clerk on the same pay as is allowed for the Northern and Eastern Circles; that we recommend an increase of the pay of the two higher grades in order to absorb war allowance, and further to admit a modest increase; and that the rates of pay proposed for the Western and Burma Circles are rather more liberal than those proposed for other Circles because the headquarters—where most of the clerks are posted—are at the expensive towns of Bombay and Rangoon.

| Circle. | Present. | | | | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. | Grade. | Pay. | W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total average cost. | |
| | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| Northern Circle | 1 | 200—10—250 | 237·5 | 12 | 249·5 | 1 | 220—10—270 | 257·5 | 257·5 | |
| | 6 | 100—10—150 | 825 | 42 | 867 | 6 | 145—5—170 | 163·75 | 982·5 | |
| | 9 | 80—4—100 | 855 | 45 | 900 | 28 | 45—45—50—3—65—4—105—4—140* | 84·2 | 2,357·6 | |
| | 19 | 40—4—80 | 2,166·6 | 126 | 1,392·6 | .. | .. | .. | .. | |
| Total .. | 35 | .. | .. | .. | 3,409 | 35 | .. | .. | 3,597 | 188 |
| Southern Circle | 1 | 150—10—200 | 187·5 | 9 | 196·5 | 1 | 220—10—270 | 257·5 | 257·5 | |
| | 2 | 100—10—150 | 275 | 14 | 289 | 4 | 145—5—170 | 163·75 | 655 | |
| | 3 | 80—4—100 | 285 | 15 | 300 | 19 | 45—45—50—3—65—4—105—5—140* | 84·2 | 1,599·8 | |
| | 12 | 40—4—80 | 800 | 72 | 872 | | | | | |
| | 6 | 40 | 240 | 30 | 270 | .. | .. | .. | .. | |
| Total .. | 24 | .. | .. | .. | 1,927 | 24 | .. | .. | 2,512 | 585 |
| Eastern Circle | 1 | 200—10—250 | 237·5 | 12 | 249·5 | 1 | 220—10—270 | 257·5 | 257·5 | |
| | 6 | 100—10—150 | 825 | 42 | 867 | 6 | 145—5—170 | 163·75 | 982·6 | |
| | 7 | 80—4—100 | 665 | 35 | 700 | 29 | 45—45—50—3—65—4—105—5—140* | 84·2 | 2,441·8 | |
| | 21 | 40—4—80 | 1,400 | 126 | 1,526 | | | | | |
| | 1 | 40 | 40 | 5 | 45 | .. | .. | .. | .. | |
| Total .. | 36 | .. | .. | .. | 3,387 | 36 | .. | .. | 3,681 | 294 |

* With efficiency bars at 73 and 105 stages.

| Circle. | Present. | | | | | Proposed. | | | | Net average increase per mensem. |
|---|---|---|---|---|---|---|---|---|---|---|
| | No. | Grade. | Pay. | W. A. | Total cost. | No. | Grade or time-scale. | Average pay. | Total average cost. | |
| | | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. | Rs. | Rs. |
| Western Circle | 1 | 200—10—250 | 237·5 | 12 | 249·5 | 1 | 230—10—280 | 267·5 | 267·5 | |
| | 4 | 100—10—150 | 28 | 578 | 578 | 4 | 150—6—180 | 172·5 | 690 | |
| | 5 | 80—4—100 | 475 | 25 | 500 | 23 | 50—50—60—3—105—5—140§ | 89·2 | 2,051·6 | |
| | 18 | 40—4—80 | 1,200 | 108 | 1,308 | | | | | |
| Total .. | 28 | .. | .. | .. | 2,635 | 28 | .. | .. | 3,009 | 374 |
| Burma Circle .. | 1 | 200—10—250 | 237·5 | 12 | 249·5 | 1 | 230—10—280 | 267·5 | 267·5 | |
| | 5 | 110—10—160 | 737·5 | 35 | 772·5 | 5 | 150—6—180 | 172·5 | 862·5 | |
| | 6 | 90—4—110 | 630 | 30 | 660 | 22 | 50—50—60—3—105—5—140§ | 89·2 | 1,962·4 | |
| | 16 | 50—4—90 | 1,226·6 | 64 | 1,290·6 | | | | | |
| | 28 | .. | .. | .. | 2,972 | 28 | .. | .. | 3,092 | 120 |
| Grand Total .. | 151 | .. | .. | .. | 14,330 | .. | .. | .. | 15,891 | 1,561 or Rs. 18,732 per annum. |

§With efficiency bars at 81 and 105 stages.

6. The circle averages under our proposals are contrasted below with the pre-war averages, the present averages, and the averages proposed by heads of Circles :—

| Circle. | Pre-war. | Present. | Proposed by Directors. | Proposed by the Committee. |
|---|---|---|---|---|
| Northern .. .. .. .. | 69·4 | 97·4 | 122·5 | 102·8 |
| Southern .. .. .. .. | 66·3 | 80·3 | 92·8 | 104·6 |
| Eastern .. .. .. .. | 72·5 | 94·1 | 112·1 | 102·2 |
| Western .. .. .. .. | 78·7 | 94·1 | 109·7 | 107·4 |
| Burma .. .. .. .. | 88·1 | 106·1 | 105·8 | 110·8 |

## Inferior servants.

7. The proposals regarding menials received from Directors of Circles assume continuance of grain compensation allowance in all cases and are, we think, also otherwise open to objection. In our opinion grain compensation allowance should be absorbed in the revised scale of pay, and fixed monthly rates of pay need not be laid down for casual labour such as that of line and engine coolies, or for servants who need not always be whole-time employees of the Department, for example, sweepers, bhisties, and hamals. Coolies should be paid at the daily rates current in the locality and men whose services are required for part of a day only should be paid at a rate fixed with reference to the number of hours for which their services are engaged on a Government establishment. For the rest we think that rates of pay in conformity with what we have recommended for corresponding classes of servants in the Post Office will meet the case. Our proposals are shown in the

statement below. They involve an additional expenditure of Rs. 691 a month or Rs. 8,292 per annum.

| Class. | Pre-war pay. | | Present pay and allowances. | | Director's proposals (G. C. A. being continued where drawn). | | | Committee's recommendations. | | Remarks. |
|---|---|---|---|---|---|---|---|---|---|---|
| | Min. | Max. | Min. | Max. | Min. | Max. | No. | No. | Scale of pay. | |
| *Eastern Circle.* | Rs. | Rs. | Rs. | Rs. | Rs. | Rs. | | | Rs. | |
| Duftry .. .. | .. | 15 | .. | 23 | .. | 25 | 1 | 1 | 20—$\frac{1}{8}$—25 | |
| Jemadar .. .. | .. | 12 | .. | 18 | .. | 20 | 1 | 1 | 20 | |
| Peons .. .. | 8 | 12 | 12 | 15 | .. | 15 | 16 | 16 | 15—$\frac{1}{8}$—20 | |
| Farash .. .. | .. | 8 | .. | 12 | .. | 13 | 1 | 1 | 15—$\frac{1}{8}$—20 | |
| Chowkidar .. .. | .. | 10 | .. | 13 | .. | 13 | 1 | 1 | 15—$\frac{1}{8}$—20 | |
| Batterymen .. .. | 9 | 16 | 13 | 19 | 15— | —25 | 33 | 33 | 15—$\frac{1}{8}$—20 | |
| Line Coolies .. .. | 10 | 15 | 13 | 18 | 15 | 19 | 82 | Excluded | | |
| Cable Guards .. | 8 | 10 | 11 | 13 | .. | 15 | 6 | 6 | 13—$\frac{1}{8}$—18 | |
| *Western Circle.* | | | | | | | | | | |
| Duftry .. .. | 12 | 20 | 26—1—31 | 31 | .. | 30 | 2 | 2 | 20—$\frac{1}{8}$—25 | With a H. R. of Rs. 7 for those stationed in Bombay and of Rs. 4 for those in Karachi. |
| Jemadar .. .. | .. | 20 | .. | 26 | .. | 25 | 1 | 1 | 25 | |
| Peons .. .. | 8 | —16 | 13-8 | 24 | .. | 20 | 19 | 9 | 20—$\frac{1}{8}$—27 | |
| | .. | .. | .. | .. | .. | .. | .. | 10 | 14—$\frac{1}{8}$—19 | |
| Batterymen .. .. | 6 | 15 | 11-8 | 25 | 20 | 25 | 19 | 3 | 20—$\frac{1}{8}$—27 | |
| | .. | .. | .. | .. | .. | .. | .. | 10 | 17—$\frac{1}{8}$—22 | |
| | .. | .. | .. | .. | .. | .. | .. | 6 | 14—$\frac{1}{8}$—19 | |
| Hamal .. .. | ... | 12 | .. | 18 | .. | 20 | 1 | Excluded | | |
| Bhisties .. .. | 4 | 5 | 6 | 7 | No proposal | | | Excluded | | |
| *Northern Circle.* | | | | | | | | | | |
| Record Lifter .. | .. | .. | .. | 25 | 25—1—35 | | 1 | 1 | 20—$\frac{1}{8}$—25 | |
| Duftries .. .. | 10 | 14 | 16-8 | 23 | 18—1—25 | | 2 | 2 | 20—$\frac{1}{8}$—25 | |
| Jemadar .. .. | .. | 12 | .. | 20-8 | 20—$\frac{1}{8}$—25 | | 1 | 1 | 22 | |
| Peons .. .. | 7 | 12 | 12-8 | 16-8 | 15—$\frac{1}{8}$—20 | | 29 | 29 | 17—$\frac{1}{8}$—22 | |
| Chowkidars .. .. | 6 | 13 | 10-8 | 12-8 | 12—$\frac{1}{8}$—15 | | 6 | 6 | 14—$\frac{1}{8}$—19 | |
| Sweepers .. .. | 4 | 9 | .. | 12-8 | 12—$\frac{1}{8}$—15 | | 7 | | (Excluded) | |
| Batterymen .. .. | 7 | 15 | 16-8 | 20-8 | 15-$\frac{1}{8}$—20—1—25 | | 34 | 34 | 17—$\frac{1}{8}$—22 | |
| *Burma Circle.* | | | | | | | | | | |
| Peons .. .. | 13 | 15 | 18 | 19 | 19 | 20 | 21 | 7 | 20—$\frac{1}{8}$—25 | |
| | .. | .. | .. | .. | .. | .. | .. | 14 | 19—$\frac{1}{8}$—24 | |
| Cable guards .. .. | .. | 15 | .. | 18 | 18—$\frac{1}{8}$—28 | | 4 | 4 | 19—$\frac{1}{8}$—24 | |
| *Southern Circle.* | | | | | | | | | | |
| Duftry .. .. | .. | .. | .. | 26 | .. | 25 | 1 | 1 | 20—$\frac{1}{8}$—25 | |
| Jemadar .. .. | .. | .. | .. | 18-8 | .. | 20 | 1 | 1 | 20 | |
| Peons .. .. | 8 | 9 | 12-8 | 17-8 | .. | 15 | 16 | 16 | 15—$\frac{1}{8}$—20 | |
| Watchmen .. .. | .. | 7 | 10-8 | 11-8 | 9 | 10 | 2 | 2 | 13—$\frac{1}{8}$—18 | |
| Batterymen .. .. | 5 | 14 | 13-8 | 18-8 | 15 | 20—2—30 | 17 | 17 | 15—$\frac{1}{8}$—20 | |

8. As regards initial pay on the new scale we recommend that in the case of clerks in the higher grade, namely, those on Rs. 230—10—280, Rs. 220—10—270, Rs. 150—6—180, and Rs. 145—5—170, the ordinary rule may be followed, there

being no sufficient reason for special treatment, and that in the case of clerks absorbed in the time-scale and of menials for whom such a scale is now proposed, the rules to be applied be those proposed for clerks and menials of the Post Office. We also recommend that the revision should take effect from the 1st December 1919.

9. As regards local allowances our recommendations in chapter XII will apply in these cases also.

In conclusion we desire to express our cordial appreciation of the services of our Secretary, Mr. P. N. Mukerjee. Confronted with an extremely difficult and onerous task, he has carried it out with much credit to himself and to the Department to which he belongs. Our thanks are also due to the Manager of the Government Monotype Press for the promptitude and efficiency with which he has served us.

We have the honour to be,

SIR,

Your most obedient Servants,

H. N. HESELTINE,
*President.*

HENRY LEDGARD,

E. A. DORAN,

K. S. RANGACHARI,

ESHAN AZIM,
*Members.*

P. N. MUKERJEE,
*Secretary.*

# REPORT

OF THE

# TELEGRAPH COMMITTEE (1920)

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FROM

THE PRESIDENT AND MEMBERS OF THE
TELEGRAPH COMMITTEE,

TO

THE SECRETARY TO THE GOVERNMENT OF INDIA,
DEPARTMENT OF COMMERCE.

*Dated Delhi, the 17th March 1919.*

SIR,

With reference to the Resolution of the Government of India in the Commerce and Industry Department, No. 1050-D., dated the 13th February 1920, we have the honour to submit the following report regarding the enquiry we were directed to hold into the question of pay and conditions of service of the Telegraph Staff.

2. The terms of reference to us were to enquire:—

(1) What rates of pay and allowances are suitable for:—

(*a*) General Service Telegraphists;
(*b*) Local Service Telegraphists;
(*c*) Women Telegraphists;
(*d*) Clerical establishment in departmental telegraph offices;
(*e*) Delivery establishment in departmental telegraph offices;

(2) If the pay of the supervisory staff, namely Deputy Superintendents, Telegraph Masters, Inspecting Telegraphists, and Technical Supervisors needs revision.

(3) If uniform rates of pay are fixed for the above classes of officials in whatever part of India they may be, is any revision in the present scale of house-rent allowances, which are granted in lieu of free quarters, necessary specially in the presidency towns or any other particular localities, and are house-rent allowances to be extended to other classes of *employees* who are not at present entitled to them?

(4) Whether any alteration is required in the present conditions of service or in the scales of free accommodation laid down for different classes of the staff referred to above.

(5) Whether any revision is necessary in the duty allowances now sanctioned for supervisory and other special work.

3. The grievances and claims of the staff are exhaustively stated in a Memorandum (a copy of which is enclosed) addressed to the Chairman of this Committee by the Indian Telegraph Association. Eliminating items such as those pertaining to pension and other matters, which are outside the scope of the terms of reference, the claims preferred are specified below:—

(*a*) That the pay of Telegraphists, Telegraph Masters, and Deputy Superintendents should be substantially enhanced.

(*b*) That local scale Telegraphists and Telegraph Masters should be abolished, the existing staff of the local scale being raised to the status and pay of the general scale.

(*c*) That the pay of woman workers should be increased.

(*d*) That the frequency of transfers, each of which results in pecuniary loss to the man transferred, is a cause of much felt hardship and should be checked.

(*e*) That Deputy Superintendents should rank as officers of the 1st class under the Travelling Allowance Rules.

(*f*) That promotion in the Subordinate Telegraph Service is excessively slow and should be accelerated.

(*g*) That the number of Telegraph Masters is short of the sanctioned strength, and that an increase of the number of Deputy Superintendents is necessary.

(*h*) That the pay of clerks should be increased.

(*i*) That the pay of munshis should be increased.

(*j*) That delivery peons should be granted an increase of pay proportionate to that granted to other branches.

(*k*) That house-rent allowance should be increased, and that telegraphists and Telegraph Masters of the "local" scale should be admitted to it.

(*l*) That exaction from the staff of overtime work in excess of the prescribed hours is a severe hardship which is on the increase and should be discontinued.

(*m*) That the remuneration paid for overtime is insufficient and should be increased.

(*n*) That the duties are not arranged with any regard to the convenience of the staff, more especially in the matter of meal reliefs.

(*o*) That the number of hours of duty per week be reduced from 50 to 42, and the hours of attendance altered in such manner as to curtail the period of evening and night duty.

(*p*) That an allowance of Rs. 20 a month should be granted to all Telegraphists who have passed the technical examination for promotion to Telegraph Master.

(*q*) That special and supervisory allowances ranging from Rs. 10 to Rs. 50 should be increased to the uniform rate of Rs. 50.

(*r*) That the personal allowance of Rs. 50 sanctioned for Personal Assistants to Directors, Telegraph Engineering, should be raised to Rs. 100, that being the allowance sanctioned for Personal Assistants to Postmasters-General.

(*s*) That the pay of civilian telegraphists employed in wireless offices should be assimilated to that of Royal Engineer mechanists who do the same work.

(*t*) That special locality allowances should be sanctioned for unhealthy and expensive stations.

(*u*) That Provident Fund benefits should be enhanced, presumably in the form of a bonus such as that which the rules of the Railway Provident Funds allow.

4. The pay of telegraphists on the general scale is Rs. 75 a month rising in 19 years to Rs. 200 a month. The initial pay has been twice increased in recent years, once in 1908 when on the recommendation of the Telegraph Committee of 1906-07 it was put up from Rs. 40 to Rs. 50 a month, and again in 1919, when a further substantial increase of Rs. 25 a month was sanctioned. The maximum pay is practically the same as it was in 1865, the only increase over the pay to which a telegraphist as such could rise since 1865 being one of Rs. 5 which was sanctioned in 1919. Telegraphists on the local scale draw pay of Rs. 50 a month in the first year rising to a maximum of Rs. 130 a month in the 19th year. In this case also the increase sanctioned has been for the most part of initial pay which was raised from Rs. 27 to Rs. 35 a month in 1902, and to Rs. 50 a month in 1919. The maximum has not been increased at all since 1875. The class of woman telegraphist was created in 1907 and the pay then sanctioned has not been very materially altered since; it is Rs. 50 rising to Rs. 100 a month in Calcutta, Rangoon, Bombay and Karachi and Rs. 40 to Rs. 90 a month at all other stations. The proposal of the Telegraph Association and of all the witnesses who have appeared to give evidence before us, is that the pay of the general service telegraphist should be increased to Rs. 100 rising by annual increments of Rs. 10 to Rs. 250 a month; that local service telegraphists should be graded on the same pay as general service telegraphists; and that for woman telegraphists the pay should be raised to Rs. 75 rising by annual increments of Rs. 5 to Rs. 150 a month.

6. The question of the pay of general scale telegraphists is of great importance as they form the bulk of the signalling establishment, and we have given it very careful consideration. Our unanimous conclusion is that the minimum pay which was very substantially increased only a year ago, need not be further

increased except to the extent approximately of the war allowance which we think should be absorbed. We propose accordingly that the minimum should be fixed at Rs. 8 a month. The claim to an enhanced maximum is more difficult to deal with. On the one hand it is urged that Rs. 200 a month is a sufficiently liberal pay for work which does not require a very high order of intelligence or a very highly trained degree of skill, but on the other hand there is the fact that the maximum pay which a telegraphist can earn as such has remained practically at what it was 55 years ago. On the whole we think there is no refuting the argument that, in view of the increases granted to all other branches of the public service and the rise in cost of living and of wages of both unskilled and skilled labour in all trades and professions, a standard of pay which was adequate in 1865 is inadequate now, and we accordingly propose that the recommendation of the Telegraph Association and the request of the staff as stated by the representatives nominated by them, should be complied with and the maximum pay of telegraphists raised from Rs. 200 to Rs. 250 a month. We could strengthen the argument by comparison of the case with concrete examples of increases recently sanctioned for other services, but it seems unnecessary to labour the point; it is undeniable that an increase of 25 per cent. on a rate of pay introduced more than half a century ago is moderate, and that unless pay is substantially increased the deterioration in quality of recruit which has already taken place must continue. We do not, however, agree that the maximum should be attained in 15 years, and we suggest as suitable a scale rising from Rs. 80 by annual increments of 5 to Rs. 100 a month, and thereafter Rs. 100 rising by annual increments of Rs. 10 to Rs. 250 a month. Further, we recommend that there should be an efficiency bar at Rs. 200, in order to preclude the further advancement of any telegraphist who is not expert or who by reason of character, conduct, or temperament, is deemed by the head of the Circle in which he is employed to be unfit to be permitted to rise to the maximum pay of his class. In the following statement the pay admissible year by year under the proposed scale is contrasted with that admissible under the present scale. The liberality of the former is apparent :—

| Year of service. | Present. | | Proposed. | |
|---|---|---|---|---|
| | Rs. | | Rs. | |
| 1 | 75 | | 80 | |
| 2 | 75 | | 85 | |
| 3 | 75 | | 90 | |
| 4 | 80 | | 95 | |
| 5 | 80 | | 100 | |
| 6 | 85 | | 110 | |
| 7 | 90 | | 120 | |
| 8 | 95 | | 130 | |
| 9 | 100 | | 140 | |
| 10 | 110 | | 150 | |
| 11 | 120 | | 160 | |
| 12 | 130 | | 170 | |
| 13 | 140 | | 180 | |
| 14 | 150 | Efficiency bar | 190 | |
| 15 | 160 | | 200 | Efficiency bar. |
| 16 | 170 | | 210 | |
| 17 | 180 | | 220 | |
| 18 | 190 | | 230 | |
| 19 | 200 | | 240 | |
| 20 | 200 | | 250 | |

NOTE.—Under present scale a telegraphist of recognised skill and of good character can earn a double increment in the sixth year of his service. In view of the more liberal graduation of the proposed scale a corresponding concession under it is not considered necessary.

6. As regards the "local" scale, which not being really local, is termed the circle scale in this report, it has been strongly urged by the Telegraph Association and by all the delegates who have appeared to give evidence before us that the organization of the operative and supervising staff, that is to say, of telegraphists and telegraph masters, should be altered so as to bring under identical conditions, in respect of pay and allowances, all men who are employed on precisely the same work and are equally efficient. It is contended that telegraphists on the circle scale are no less efficient than those on the general scale; that men who do the same work should get the same pay; that there is no essential difference in the conditions of service; that transfers are no less frequent in the circle than in the general scale; that losses on transfer, which

spring mostly from the sale and repurchase of household requisites, rather than from actual travelling expenses, are no greater in the case of transfers outside a Circle than in that of transfers within a Circle, and that the two scales should be amalgamated, the circle merging in the general. We do not accept this reasoning unreservedly, but it is not without some force, and, in any case, from the point of view of the men of the circle scale, it is sufficiently cogent to cause a sense of unfair treatment to rankle. It would in the circumstances, we think, be advisable to abolish the circle scale and we recommend that this may be done. We are not prepared, however, to support the proposition that the members of that service should be absorbed *en bloc* in the general scale and be granted pay and allowances accordingly. Such a step would entail very heavy additional expenditure, much of it, in our opinion, unnecessary expenditure.

7. A local service is less expensive than a general service, but it must be local in fact and not only in name; a service in which transfers are the rule is not local. There is no reason why in the Telegraph Department a service which is really local, one which offers immunity from transfer out of a particular town or station, should not replace, partially at any rate, the service which we propose to abolish. Employment which offers life-long residence at home has its value, and we recommend that such a service should be formed not only in the interests of economy, but also in order to attract to the department men who will not join it at present solely because they will not leave home; there are many such men, both Anglo-Indian and Indian, in the large towns, and there is already in the department, in the woman telegraphist class, the nucleus of such a service. In other words our suggestion is that the department should be divided into two sections, that is the present general service and a section designated the station scale, which, unlike the present circle service, should be really local. The latter should, we think, consist of a small part of the present establishment of the general and circle services and the whole of the woman telegraphist staff employed in the towns in which the station service is formed. The present sanctioned strength of the staff of telegraphists, including women, is 3,268 including *129* women telegraphists, of which the number on the general scale is *1,925*, on the circle scale *1,249*, and in the Engineering Branch *94*. It is proposed that the future organization shall consist of the two classes, general and station, the number in each class being placed, at the outset at any rate, at approximately $\frac{4}{5}$ general and $\frac{1}{5}$ station.

8. The circle scale would gradually disappear as the men now on it who are not absorbed either in the general scale or the proposed station scale, left the service, but it is necessary to provide for those who remain on the scale during the period of transition. We recommend in their case enhancement of pay on terms similar to those proposed for the general scale. The following statement shows the proposed scale and contrasts it with the existing scale :—

| Year of service. | Present. | Proposed. |
|---|---|---|
| | Rs. | Rs. |
| 1 | 50 | 55 |
| 2 | 50 | 60 |
| 3 | 50 | 65 |
| 4 | 55 | 70 |
| 5 | 55 | 75 |
| 6 | 60 | 80 |
| 7 | 65 | 85 |
| 8 | 70 | 90 |
| 9 | 75 | 95 |
| 10 | 80 | 100 |
| 11 | 85 | 105 |
| 12 | 90 | 110 |
| 13 | 95 | 115 |
| 14 | 100 Efficiency bar. | 120 |
| 15 | 105 | 130 Efficiency bar. |
| 16 | 110 | 140 |
| 17 | 115 | 150 |
| 18 | 120 | 160 |
| 19 | 130 | 170 |
| 20 | 130 | 180 |

9. For the proposed local (that is station) scale we suggest that telegraphists stationed in Calcutta, Rangoon, Bombay and Madras should be paid at more liberal rates than those in the mofussil. The scales proposed are, for the former, Rs. 70—5—160, and for the latter, Rs. 60—5—150 with efficiency bars in both cases at the tenth year of service. We also recommend that men and women on the station scale should be paid alike. It is generally admitted in the Department that women compare very favourably as telegraphists with men, and evidence has been produced before us which shows that the payments which women can make out of their present salaries to Young Women's Christian Associations and similar Institutions are not sufficient to cover the cost to the Institutions of their maintenance. It is true that whereas men can be, and are, required to work either by day or by night, women's hours of work are, and must continue to be, restricted to hours of daylight, but against this there is the fact that women, because they are only day workers, put in an average of longer attendance. The one may in fairness be put against the other, and women, who are of at least equal value to the Department, be placed on an equality with men as regards pay. Members of the station scale should be engaged for purely local service that is, they should not be subject to transfer, but all except the women should be required to undertake liability for field service or transfer in time of war or national emergency. During the period for which, on such transfer, they are employed away from their stations they should be allowed general scale pay and such other concession as may be sanctioned for men on the general scale working under similar conditions. The pay proposed for this service is consolidated and no local allowance, other than the Burma allowance drawn by the staff in Rangoon, or house-rent should be allowed to it. The saving on house-rent allowances to this staff, which will consist of 1-5th of the entire establishment, will be considerable and, moreover, the constitution of such a service, if it can be successfully established, will very greatly reduce the cost of the scheme for the construction of quarters which we have recommended elsewhere in this report. This reduction will be much larger than the proportion of 1-5th of the entire strength which the station scale represents, in that the places in which the accommodation required will be reduced are those at which quarters will cost most. The local scale should have its own leave reserve, distributed among the offices in which that service is formed, so as to prevent transfers of men of the general scale to replace absentees who belong to the local scale.

We recommend that local scales be sanctioned in the first instance for the following places with, approximately, the number of appointments quoted against each :—

| | |
|---|---|
| Calcutta | 190 |
| Bombay | 170 |
| Rangoon | 60 |
| Madras | 150 |
| Agra | 80 |
| Lahore | 50 |
| | 700 |

and that in addition a sprinkling of men and women totalling about 150 be engaged for station service at other places at which volunteers for station service are forthcoming. Telegraphists, male and female, employed on the station scale at such places should be paid at the rates proposed for the local scale at Agra and Lahore.

10. We express no opinion regarding the request of the Telegraph Association that civilian telegraphists employed in wireless stations should be paid at the same rate as military mechanists recruited in England. The whole subject of the organization of the wireless system in India is, we believe, under separate consideration, and the case of civilian telegraphists will doubtless be dealt with as part of any general scheme of re-organization which may be devised.

11. Transition from the present general to the proposed general and station scales should, we think, be effected on the following lines. The extra

men required for the enlarged general service should be drafted into it by transfer of qualified volunteers from the circle scale, and the initial recruitment for the station scale should similarly be effected by drafting into it volunteers from the general and circle scales, preference being given to the latter. The residue of the men now on the circle scale can be further absorbed in the general and station scales as vacancies occur.

12. This question of transfer is important and merits serious consideration The undue frequency of transfers was stated by the Telegraph Committee of 1906-07 to have formed a cause of complaint by nearly every deputation of the establishment which appeared before them. Our experience has been much the same. Every witness, without exception, has complained of the hardship which transfers constitute. Such evidence as we have been able to collect indicates that transfers are much more frequent now than they were in 1906-07, and there is no doubt that they cause a severe strain on the slender resources of this large body of men. Of the witnesses who appeared before us several had been moved once a year on an average, and very few less than once in two years. The Committee of 1906-07 recognized the seriousness of this question even as facts then were, but they anticipated that remedy would be found in the circle scheme; that scheme has been in force for ten years, transfers are more frequent, and men on the circle scale complain no less than those on the general. The truth is the root cause of the evil is shortage of men, and until this cause is removed there cannot be any improvement. Offices, generally speaking, are working without a sufficient margin, and the administration carry on as best they can, strengthening one at the expense of another, and getting out of one difficulty by effecting a transfer only to find themselves face to face with another difficulty which can be overcome only by another transfer. These make-shift methods are unavoidable in emergencies, but as a regular feature of the permanent administration of a Department they are most objectionable; they harass the direction, enfeeble discipline and control, cause much unprofitable expenditure, and impoverish and demoralise the staff.

13. The Department is kept up to sanctioned strength and, this being so, the reason of the shortage only can be that the method of calculating the number of men required is incorrect. We have examined the question carefully and have come to the conclusion that the staff allowed is insufficient for the work. The basis of calculation for determining the number of telegraphists required is to assume that the sanctioned establishment of telegraphists in 1910 was right for the traffic of the year 1909-10, to allow one extra telegraphist for each 42,000 additional signalling operations per annum since then, and to add 12 per cent. to the result to form à leave reserve. This method seems unnecessarily complicated; 42,000 operations per telegraphist being the accepted basis, we do not understand why, in order to get the number required, it is considered necessary to go back to the year 1910 and calculate the addition required by taking the difference between the operations of that year and the estimated operations of the year for which the number of men is being fixed. Surely the obvious course is merely to divide the number of operations anticipated by 42,000: the result must give the number admissible, and also, if 42,000 is correct, the number required. This, however, is a minor matter. A much more important objection to the method of arriving at the required strength of the telegraphist establishment is that apparently it does not allow for any increase in the number of men required for non-operative work such as testing, watching repeaters, supervision of mechanical telegraphs, etc., which necessarily increases with the traffic. We understand that at present it is held that the quotient resulting from the division of the number of estimated signalling operations of the year by 42,000 represents the total number of telegraphists, both operative and non-operative, required. If this is so, there is undoubtedly a misapprehension which accounts largely for the shortage of staff. Mr. Newlands considered that the number of *operative* telegraphists required should be determined by taking the number of messages circulating hour by hour and allowing one operator for 20 messages per hour. Allowing for wastage caused by unavoidable overlapping of duties, the net outturn per operator per hour would, according to his standard, be between 18 and 19 messages. The present basis of calculation, if accepted *as the means of arriving at the operative staff only*, gives exactly the same result

inasmuch as 42,000 divided by 2,275, which is the number of hours an operator works in the year, is 18·46. It is improbable that it could ever have been intended that the staff should be fixed at a lower figure than that required for the outturn which Mr. Newlands accepted as a fair average, and we think therefore that there is no doubt that in calculating the number of telegraphists required the non-operating staff should be allowed for separately, and that in the fact that it is not so allowed is to be found the reason of the shortage which is in great part responsible for the prevailing discontent.

14. Careful examination of the case shows that for every 100 operating telegraphists added to the strength an addition of 24 non-operative telegraphists is necessary. A further objection to the present method of fixing the strength is that the leave reserve of 12 per cent. which is allowed is manifestly inadequate in that for absences due to privilege leave, casual leave and joining time alone, a reserve of about 17 per cent. is required, and the Department is one in which privilege and casual leave are, as a rule, taken to the full extent permissible. Leave on medical certificate also is fairly frequently taken. In the circumstances it is evident that a reserve of 20 or more per cent. is essential. An examination of actuals of a series of years bears this out, inasmuch as it shows that the actual average number of absentees per 100 operative telegraphists is 21. We accordingly suggest that the reserve be fixed at 20 per cent. of the number of telegraphists required for the work of the Department. Under these proposals the number of telegraphists to be sanctioned periodically would be determined as follows:—

(*a*) Allow number of operative telegraphists obtained by dividing the estimated traffic of the year by 42,000.

(*b*) To (*a*) add 24 per cent. on account of non-operative telegraphists.

(*c*) Add, further, number of men required for engineering branch, *i.e.*, at present 94.

(*d*) And, lastly, add 20 per cent. of (*a*), (*b*) and (*c*) on account of leave reserve.

15. Applying this method to the estimated traffic of 1920-21, namely, 100,652,133 signalling operations, the number of telegraphists required for the Department would be :—

(*a*) 2,396 operating telegraphists.
(*b*) 575 non-operating telegraphists.
(*c*) 94 Engineering branch.
(*d*) 613 telegraphists forming the leave reserve.

Total . 3,678

The present strength being 3,268 this will mean a substantial increase to the cost of the Department, but it is unavoidable if grounds for legitimate complaint by the staff are to be removed and the Department is to be worked efficiently. Moreover, the enhanced bill for pay will be substantially counterbalanced by resulting savings under overtime and travelling allowances. As regards the latter we are unable to support the request that the travelling allowance rules for journeys on transfer should be amended so as to provide specially for the signalling establishment. It would be difficult to justify the differentiation of the subordinate telegraph service from other subordinate services, and the remedy for the loss which is caused by frequent transfers is to reduce transfers as much as possible and not, as it were, tacitly to admit that transfers in this case must necessarily continue to be of exceptional frequency.

16. Previous to the re-organization sanctioned in 1908 there were three grades of Telegraph Masters, the first on Rs. 275, the second on pay of grade as signaller *plus* an allowance of Rs. 50, and the third on pay of grade as signaller *plus* an allowance of Rs 25 a month. The maximum pay of the three grades thus amounted respectively to Rs. 275, Rs. 245, and Rs. 220. As a result of the re-organization, first grade Telegraph Masters became Deputy

Superintendents on Rs. 250—15—325, and the other two grades were amalgamated into a single grade on Rs. 200—10—250. In the re-organization of 1919 the pay of Telegraph Masters was raised to Rs. 250—10—280. Here, also, as in the case of telegraphists, the maximum pay which a Telegraph Master can draw as such has remained to all intents and purposes unchanged for very many years. The pay asked for by the Telegraph Association and the members of the Subordinate Telegraph Service who have appeared before us as representatives of the service is Rs. 275—10—325. We are unanimously of opinion that this should be sanctioned, and that the pay of Telegraph Masters of the present circle scale should, in accordance with the established custom of the Department, be correspondingly increased. The present pay is Rs. 180—10—210. We recommend that it should be increased to Rs. 200—10—250. For the proposed local scale proper, that is to say, the station scale, we recommend—

(1) For Calcutta, Bombay, Madras and Rangoon Rs. 200—10—250.

(2) For Agra and Lahore, Rs. 180—10—230.

17. The grade of Deputy Superintendent was created as a result of the recommendations of the Telegraph Committee of 1906-07. Previous to 1908 the highest appointment open to the subordinate service on the traffic side was that of Sub-Assistant Superintendent, Traffic, on a fixed pay of Rs. 350. The reorganization of 1908 sanctioned the abolition of the grade of Sub-Assistant Superintendent, Traffic, and the creation of three classes of Deputy Superintendent, the pay of which was Rs. 400—25—500, Rs. 325—15—400 and Rs. 250—15—325. In the re-organization of 1919, Deputy Superintendents were regraded in two classes, namely, one on Rs. 400—20—500, and the other on Rs. 300—20—400. The Telegraph Association and the representatives of the subordinate staff ask that the pay of these two classes may be revised, the former being raised to Rs. 500—20—600 and the latter to Rs. 350—20—450. Having regard to the increases which, in consideration of the increased cost of living, have been given to officers of corresponding status in other services, we are unanimously of opinion that the request is not unreasonable and may be acceded to. It is also asked on behalf of Deputy Superintendents that they should be graded as officers of the first class under the travelling allowance rules The increase of pay recommended for those in class I, if sanctioned, will of itself entitle them to first class travelling allowance. As regards those of class II we do not see our way to supporting the proposal to accord special treatment as we cannot see that there is any justification for the concession to Deputy Superintendents of more liberal travelling allowance than the Civil Service Regulations allow to officers of corresponding status in other Departments, *e.g.*, Deputy Collectors and Magistrates, Extra Assistant Commissioners, Deputy Superintendents of Police, etc.

18. There are grounds for the complaint of the staff that promotion of telegraphists is blocked, partly at any rate, in consequence of appointments of Telegraph Masters not having been made to the full extent permissible under the orders of the Government of India (letter No. 8505-118, dated the 16th November 1909), that the proportion of Telegraph Masters to operators, including signal-room clerks, shall be 1 to 9. Calculating the strength of Telegraph Masters on this basis the number required is 370. The present sanctioned strength being 335, an addition of 35 Telegraph Masters is necessary in order to raise the number of these subordinate supervising officers to the strength recognized by Government as that which the efficiency of the Department requires. We recommend that this increase be sanctioned. Appointments to the post of Deputy Superintendent also have not kept pace with the needs of the Department, and the contention of the staff that their just aspirations are adversely affected by the failure of the administration to provide the full number of appointments in this class is not without justification. In the letter which is above referred to the Government of India ruled that when the annual traffic of an office lies between 400,000 and 600,000 messages the office should be in the charge of a Deputy Superintendent, 2nd class, and that when the annual traffic is between 600,000 and 1,200,000 the office should be in the charge of a Deputy Superintendent of the 1st class. The traffic of the offices specified below has reached the limit which justifies the

appointment to their charge of a Deputy Superintendent, the figure shown against each being the average of the three years 1916-17 to 1918-19 :—

| | |
|---|---|
| Rajkot | 681,805 |
| Tuticorin | 598,870 |
| Saidpur | 587,455 |
| Bhusaval | 535,987 |
| Bezvada | 528,732 |
| Sholapur | 512,999 |
| Bhavnagar | 450,354 |

There is we understand no rule as to the criterion which should determine the number of Deputy Superintendents to be employed in the larger telegraph offices. There ought, we think, to be a recognized principle governing the number of Deputy Superintendents to which these are entitled in order to secure effective supervision. It has been suggested to us that 1 Deputy Superintendent to 12 Telegraph Masters would be a reasonable proportion to adopt as the working rule of the Department, and we commend this for the consideration of Government. If it is accepted, the number of Deputy Superintendents to be added to the Department, including the 7 specified above, will be 11.

19. The clerical establishment in the Signal offices consists of 1,020 clerks and 130 munshis. Up to a year ago these clerks were on fixed rates of pay and without definite grading. From 1st March 1919, the establishment was revised and the clerks are now, with modifications since introduced, graded as follows :—

| | | Rs. |
|---|---|---|
| Class I | 4 | 150—10—250 |
| | 11 | 150—5—200 |
| | 13 | 100—5—150 |
| Class II | 531 | 30—5—130 |
| Class III | 139 | 50 |
| | 214 | 40 |
| | 108 | 30 |
| Class IV (Munshis.) | 130 | 15—1—35 |

The scheme appears to us to be defective in that :—

(1) appointments in Class I overlap ;
(2) the Class II scale of pay assumes that every clerk who enters on Rs. 30 will, in course of time, be worth $4\frac{1}{3}$ times his starting pay, which is undoubtedly a fallacy ;
(3) the number of appointments in Class III is not distributed in such manner as to secure a reasonably equable flow of advancement ;
(4) the scale makes no distinction between places like Bombay, Calcutta and Karachi, and other stations where living is much cheaper ; and
(5) an organization which includes for the one establishment appointments on both grades on fixed pay and grades on incremental pay is most objectionable, especially if, as in the above, the grades overlap, the fixed pay grades overlapping the incremental grades, and the incremental grades overlapping each other.

20. Although the cost to Government of the revision of 1919 was theoretically considerable, the scheme failed to relieve congestion of promotion and consequently to remove discontent. Men who previously were on fixed rates of pay and were brought on to the Rs. 30—5—130 grade were allowed to count up to a maximum of 1 year of their service on the pay which at the time they were drawing. The scheme has resulted in an inrush of memorials, the strongest points of which are that men graded on the fixed rates of pay of Rs. 30, 40 and 50 have little or no prospect of promotion, that the order which restricts the previous service which may count for increments in the grade Rs. 30—5—130 to a maximum of 1 year is extremely hard on senior men who have served for several years on fixed pay without promotion ; that the scheme did not give even to a moderate extent the immediate relief which in these days is so badly needed. We have given this matter very careful consideration and are satisfied that the complaints

which have been lodged against the revision of last year are reasonable. Our recommendations are :—

(1) that the appointments in Class I be revised so as to raise the pay of the four senior clerical appointments from Rs. 150—10—250 to Rs. 220—10—270. Having regard to the duties and responsibilities of these charges and to the pay allowed for similar work in other Departments we feel sure that the pay we propose is moderate.

(2) that the 11 appointments on Rs. 150—5—200 and 13 appointments on Rs. 100—5—150 be regraded as one class of 24 appointments on Rs. 150—10—200. Most of these men are employed in responsible positions, as head clerks, cashiers, pay clerks, establishment and accounts clerks, and for such men the pay recommended is moderate.

(3) that Classes II and III, which consist of 531 appointments on Rs. 30—5—130 and 461 appointments on Rs. 30, 40 and 50 be regraded as two classes carrying pay as below :—

| *Mofassil.* | Rangoon, Karachi, Calcutta, Bombay and Madras. |
|---|---|
| 400 on Rs. 90—5—130 . . . . . | 100—6—130—10—150. |
| 592 on Rs. 35—5—85 with efficiency bar at 60 . | 40—6—100 with efficiency bar at 70. |

(4) that the pay of Class IV be increased from Rs. 15—1—35 to Rs. 20—1—30—2—40 for the mofassil and Rs. 25—1—35—2—45 for Calcutta, Bombay, Madras, Rangoon and Karachi. These munshis are, as a rule, selected from among the more literate and intelligent of the task work delivery peons and as such a peon earns more than Rs. 15 a month in the mofassil and over Rs. 20 a month in the larger towns mentioned above, the scales proposed are only just sufficient to attract and retain them in contentment.

(5) that initial pay in the incremental grades may be regulated on a somewhat more liberal basis than was allowed in the re-organization of last year. Immediate relief is what the men are crying for and sorely in need of. We suggest as a moderately liberal working rule that the starting pay to be allowed on absorption into one of the incremental grades now proposed shall be the minimum of that grade or, if actual pay on 28th February 1919 was in excess of the minimum, such actual pay *plus* one increment for every three years' service in the Department, subject to a maximum of 4 increments. To make the proposal clear the following examples are cited. A, a clerk whose pay on 28th February 1919 was Rs. 30 and who had 6 years' service to his credit would on absorption into the Rs. 35—5—85 grade start on Rs. 35 + 10 = Rs. 45; B, a clerk whose pay on 28th February 1919 was Rs. 50 and who had put in 10 years' service would start on Rs. 50 + 15 = 65. It is possible that this rule will not fit all cases and we suggest that any case in which it operates unfairly may be left to the discretion of the Director General to deal with on its merits by the grant of a personal allowance or otherwise.

21. We have not before us and cannot, in the time at our disposal, collect the data required to enable us to make proposals in regard to the pay of the delivery staff, or to advise in respect of the relative merits of the task-work system and the usual method of remuneration by fixed pay. But it has been prominently brought to our notice that this class of servant suffers serious disability in respect of his leave allowance. His subsistence allowance is very small, as little as Rs. 3 a month in many cases, and consequently the leave allowance to which under present conditions he is entitled is wholly inadequate. We recommend that this should be remedied by allowing leave allowances to be calculated on assumed rates of pay which might suitably be Rs. 16 for the Presidency Towns and Rs. 12 for other stations. We further recommend that

the subsistence allowances of the class may be revised, a reasonable increase being allowed in all cases in which there has been no alteration since 1914.

22. Of all the questions investigated by us none is of greater importance than that of house accommodation. The staff live partly in quarters provided by Government, but mostly in houses which they hire for themselves. It has been represented to us that there has been a serious rise in rents in recent years, more particularly in the last 6 years; that in the vicinity of the Telegraph offices where efficiency requires that the staff should live, quarters are procurable, if at all, only with great difficulty and at prohibitive cost; that this difficulty is increasing rapidly; that the rent which men now have to pay for inferior accommodation in insanitary localities and at long distances from the scene of their work is beyond their means. We have been much impressed by the evidence received in this respect coupled with the regulations pertaining to accommodation in Government quarters; men occupying hired houses appear for the most part to be living in great discomfort, amid squalid surroundings, in rooms which are too small for their needs, and for which they are paying rent quite disproportionate to their income. Several of those living in quarters owned by Government are better off only in so far that they pay no rent and live in a cleaner locality either on the premises or within easy reach of their work; otherwise their lot is almost as bad, the space allotted being insufficient for moderate comfort, for cleanliness, and even for common decency.

23. The Telegraph Committee of 1906-07 recommended that no fresh quarters should be rented or constructed except in places where the staff were unable to hire accommodation for themselves. It was probably not then, as it certainly now is, the case that there are few places at which the staff can hire suitable accommodation, it having been represented to us that even in towns such, for instance, as Patna, Agra, Cawnpore, Ajmere, Rawalpindi, Peshawar, Mandalay and many others where formerly there was no difficulty, men are now compelled to live two and three miles away from the telegraph office. In the circumstances we strongly recommend that the finding of the Committee of 1906-07 be reversed, and that the department undertake a programme of regular purchase and construction of quarters for the telegraph staff. Postponement of this step can only result in a large addition to cost and other difficulties when eventually the policy of purchase and construction is adopted, as sooner or later it must be. The policy accepted by Government in 1906-07 may or may not have been sound at the time, but there is no doubt that adherence to it now would be culpably short-sighted.

24. We have considered whether as an alternative the needs of the case could be equally well met by the grant of house-rent allowances on a more liberal scale than the scale now prescribed for those members of the staff who are not provided with free quarters, and are unanimously of opinion that they would not for the reasons:—

(1) that no scale of allowance will enable the staff to obtain accommodation which is ceasing to be procurable at all; and

(2) that enhancement of house-rent allowances has been shown to be merely a palliative, not a cure, each such enhancement being immediately followed by a corresponding raising of rents and money which is intended by Government to help its servants being appropriated by rack-renting landlords.

25. We feel sure that in this question of housing is to be found one of the principal causes of the present unrest and discontent in the Department and that the only permanent remedy is the substitution as soon as possible of quarters owned by Government for privately rented buildings. We repeat therefore that the time has come for the Government of India to initiate and pursue a comprehensive scheme for the purchase and construction of quarters for the operative and supervising staff of the Telegraph Department. Further, we should fail in our duty if we did not impress upon the Government that the matter is urgent and of increasing urgency and that it is essential that a substantial sum should be voted annually and with regularity for the purpose. If possible, a fixed recurring grant of sufficient amount should be

sanctioned once for all in order to admit of a well-considered programme being worked to without let or hindrance.

26. The main complaint against Government owned quarters is that the space allowed is not enough. While we think that a room of 15 feet square with a bath room and a section of verandah is sufficient for an unmarried telegraphist, we regard as unworthy of a great Government a regulation which restricts the space allowable to a married telegraphist to one room. That a family of two, three, or possibly more, persons should be required to sleep, eat, and live in a single room of moderate size is indefensible, and certainly not in keeping with the spirit of the times, and we desire, therefore, to recommend strongly that the minimum free accommodation for married men of any class be increased to two rooms of not less than 220 square feet each, with suitable bath room and verandah space. We would go further and say that when the family of a married telegraphist consists of more than three persons, the Postmaster-General should be permitted to allot to him a three unit quarter if such is available, and that in such a case rent should not be charged for the additional accommodation. After giving the subject careful consideration and inspecting specimens of the quarters in Delhi we recommend the revision of the rules so as to allow accommodation on the following scale:—

*House accommodation—General Service.*

| Designation. | Unit of 220 square feet. | Bath rooms. | Store room. |
|---|---|---|---|
| Unmarried telegraphist | 1 | 1 | 1 |
| Married telegraphist | 2 | 2 | 1 |
| Unmarried Tl-in-charge | | | |
| Unmarried T. M. | | | |
| Married Tl-in-charge | 3 | 2 | 1 |
| Married T. M. | | | |
| All Deputy Superintendents | 4 | 2 | 1 |

In addition we recommend suitable verandah space in every case.

We were impressed with the defective character of the design of the quarters inspected by us in Delhi and consider that they admit of much improvement in the matter of comfort and convenience. We, therefore, suggest that every effort should be made to evolve a standard ground plan design for married and bachelor quarters providing the maximum convenience and comfort in arrangement, and further suggest for the consideration of Government that the opinion of the members of the Department themselves might be taken on a subject so closely affecting thier interest.

27. The purchase and construction of quarters will take time and we recommend as a measure of immediate relief that during the transitory period, house-rent allowance be increased as shown below :—

*House-rent Allowance—General Service.*

| Years of service and grade. | Class of Station. | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|
| | I | | II | | III | | IV | | V | |
| | Single. | Married. | Single. | Married. | Single. | Married. | Single. | Married. | Single. | Married. |
| Telegraphists 1 to 10 | 15 | 20 | 20 | 25 | 25 | 30 | 30 | 35 | 35 | 40 |
| Telegraphists 11 to 15 | 20 | 25 | 25 | 30 | 30 | 35 | 35 | 40 | 40 | 45 |
| Telegraphists 15 and over | 25 | 30 | 30 | 35 | 35 | 40 | 40 | 45 | 45 | 50 |
| T. Ms. | 35 | 40 | 40 | 45 | 45 | 50 | 50 | 55 | 55 | 60 |
| D. Ss. | 40 | 45 | 45 | 50 | 50 | 55 | 55 | 60 | 60 | 65 |

In class V we would put only Bombay and Calcutta where rents are unquestionably higher than in any other towns in India; in class IV we would place such towns as Rangoon, Karachi, Madras and Poona ; in class III, Simla, Mussorrie, Darjeeling and Quetta would probably be suitably graded ; in class II might be placed Lahore, Agra, Lucknow, Allahabad and Ajmer and in class I places like Bareilly, Multan, Amritsar, Sukkur, Serajgung, etc.

We offer these merely as suggestions based upon very general ideas but that actual grading should we think be determined by the Director General in consultation with heads of Circles.

28. Not the least of the causes which have contributed to the spirit of resentment which unhappily pervades the telegraph staff is the encroachment upon their leisure hours which the circumstances of recent years have forced upon the department. Since the outbreak of the late war traffic has continued to increase and though, as regards numbers the establishment has been as far as possible correspondingly increased, a depletion of working power resulting from the replacement of the best men withdrawn for service overseas, by men of inferior capacity has been unavoidable. The fact that between the years 1915-16 and 1918-19 expenditure on overtime allowances rose from about Rs. 60,000 to over Rs. 2,14,000 speaks for itself. Formerly overtime was almost entirely voluntary, now it is said to be largely obligatory. The Telegraph Association claim that the demand for overtime is on the increase, and that the strain on the staff is unduly severe, and the general tenour of the evidence we have heard indicates that feeling on the subject is strong and even bitter. The Association ask, and they have the entire support of the staff, that overtime work should be paid for at higher rates or, preferably, that it should be abolished. Abolition, of course, from the nature of the case is out of the question ; in no other way than by overtime can demands caused by congestion, interruption and sudden influx of traffic be met. We agree, however, with the Telegraph Committee of 1906-07 in thinking that it is generally undesirable to order overtime, and that it should be restricted to as few occasions as possible. Improvement of supervision, which we suggest elsewhere in this report, ought to produce some effect, but the only real remedy we are convinced is the strengthening of the staff by providing an adequate reserve. While we feel that the money spent on overtime allowances would be better spent on increasing the working strength of the Telegraphist establishment and that what is wanted is not a higher scale of remuneration, but reduction to a minimum of overtime, we think that the application for enhancement of remuneration deserves some consideration. The working day of eight hours prescribed for the signalling staff is longer than that demanded of most Government establishments in India, and the holidays they enjoy are fewer. They have asked that their working hours should be reduced from 8, 7 and 6 to 7, 6 and 5 hours respectively for day, evening and night terms, and in regard to this we are unanimously of opinion that the present 50 hours per week should stand. This decision is in the interests of the work and efficiency of the Department, and we hope the Government of India will accept it, but it may reasonably be tempered by a moderate concession in respect of the rate of wages paid for overtime. The concessions we recommend are :—

(1) that the present day and night rates for overtime duty performed by the Signalling Establishment should be increased by 25 per cent.,

(2) that overtime in excess of an average of two hours on Sundays and the four Telegraph holidays should be paid for at double the revised rates,

(3) that signal room clerks should be given the same rates as telegraphists,

(4) that peons should be given a 25 per cent. rise on present rates,

(5) that for overtime purposes the day should be reckoned as commencing at 6 hours and terminating at 20 hours.

There are two minor points connected with overtime which require attention. It would appear that there is a tendency in some offices to employ for

overtime work only junior men, the object being to keep down the overtime expenditure. This is not quite equitable in that it sometimes entails the rejection of seniors who are volunteers and the compulsory pressing in of juniors. Complaint has also been made that in many large offices meal reliefs are not arranged for with regularity. The evidence indicates that the complaint is not groundless, and as the matter is important we suggest that officers charged with the preparation of the Duty Charts of large offices should be instructed to pay special attention to the point, and that Inspecting Officers should satisfy themselves on each visit to an office that consideration in this respect is being shown to the men.

29. The number of special (supervisory and other duty) allowances sanctioned for the staff is very large and one of the requests of the Telegraph Association supported by the men's delegates is that the amount of these allowances should be increased all round. We have gone through the list carefully and considered the case of each separately and are of opinion that the allowances now granted are sufficient. The only recommendation we have to make is that the restriction on the allowance of Rs. 40 a month drawn by Inspecting Telegraphists in the Engineering Branch and by Supervisors in the Technical Branch should be removed. The continuance of the allowance is subject to the condition that grade pay *plus* the allowance must not exceed Rs. 300 a month. As the allowance is granted in consideration of certain disabilities which detachment from the Traffic Branch entails, it is not reasonable to decrease or withdraw it as pay increases; it should continue to be allowed so long as the reasons which justify it remain unaltered. Further proposals which have been placed before us in respect of allowances are—

(*i*) that the allowance of Rs. 50 sanctioned for Personal Assistants to Directors of Telegraph Engineering be raised from Rs. 50 to Rs. 100 a month which is the sanctioned allowance for Personal Assistants to Postmaster General,

(*ii*) that an allowance of Rs. 20 a month be granted to all telegraphists who have passed the examination for promotion to the grade of Telegraph Master.

We are unable to accept either of these proposals. The cases of Personal Assistants to Postmasters General and to Directors, Telegraph Engineering, are not parallel, neither the status nor the duties of the two classes of officers being similar.

As regards (*ii*) the examination in question is one which in their own interest Telegraphists must pass, passing carries its own reward in that it removes an obstacle to promotion, and there is no justification for the grant of an allowance as an additional inducement; it would be possible if such an allowance were sanctioned, for a clever junior telegraphist to draw it for years without the Department obtaining any tangible return for the expenditure.

30. The Telegraph Association, referring to the case of Railways as a precedent, ask that the benefits of the General Provident Fund may be extended specially in the case of telegraphists so as to admit of the grant to them of the annual bonus which Government contribute to the deposits of their railway employés. The cases of railway and telegraph servants are quite different, the former being non-pensionable, and the bonus being granted in lieu of pension. We cannot support the request.

31. A question which we have been unable to deal with is that of special locality allowances. These allowances cover a wide field and vary in different localities with reference to climatic and other considerations. Obviously it is not possible for a committee which is assembled for a few weeks to undertake the close examination without which allowances of this nature cannot possibly be revised. But we think that the Department could not be guided by any safer rule than one which regulates such allowances by the rules framed for each locality by the Local Government or the Government of India as the case may be. There is no reason that we know of for special treatment of the Telegraph Department in respect of allowances of this nature.

32. In recommending increases of pay for Deputy Superintendents, Telegraph Masters, Telegraphists and Clerks, we have assumed that war

allowance will be discontinued simultaneously with the introduction of the revised rates. In the case, however, of some clerks possibly, and munshis certainly, there will be instances in which the discontinuance abruptly of the whole of the war allowance would cause hardship and we therefore suggest the gradual withdrawal of the allowance from men whose pay as revised is less than Rs. 40 a month. For these men the rule might be that withdrawal shall be effected in two instalments, half with effect from the date of revision of pay, and the other half with effect from the date on which the next increment falls due. A special rule may be necessary for Bombay, where war allowance is more liberal than elsewhere.

33. It has been urged that, as in the case of increases of pay granted to the staff employed on Railways both State and Company worked, the revised rates of pay recommended by us should be allowed with retrospective effect. While we recognise that this proposal is against the rule and practice of the Government of India we think that, in view of the departure from that rule permitted not only in the case cited, but in several others in which pay of the services has recently been enhanced, and of the fact that the present proposals are in lieu of others which were introduced a year ago and have proved inadequate, it would be not unreasonable to allow, as with effect from the 1st of December 1919, any increases which may be sanctioned as an outcome of our recommendations.

34. The ultimate financial effect of the proposals in this report may be taken approximately at a net increase of expenditure of Rs. 30,41,000 per annum. This is made up of—

| | | Rs. | A. | P. | |
|---|---|---|---|---|---|
| (1) | On account of increase of pay of Telegraphists | 14,82,000 | 0 | 0 | |
| (2) | „ „ „ Telegraph Masters | 1,69,000 | 0 | 0 | |
| (3) | „ „ „ Deputy Superintendents | 90,000 | 0 | 0 | |
| (4) | „ „ „ Clerks in signal offices | 4,50,000 | 0 | 0 | |
| (5) | „ „ „ in house-rent allowances | 5,00,000 | 0 | 0 | |
| (6) | „ „ in number of Telegraphists | 7,64,000 | 0 | 0 | |
| (7) | „ „ „ Telegraph Masters | 1,22,000 | 0 | 0 | |
| (8) | „ „ „ Deputy Superintendents | 60,000 | 0 | 0 | |
| | Total gross increase | =36,37,000 | 0 | 0 | |
| *Deduct—* | | | | | |
| (1) | Saving on war allowances | 3,25,000 | 0 | 0 | |
| (2) | „ overtime allowances | 1,25,000 | 0 | 0 | |
| (3) | „ travelling allowances | 1,50,000 | 0 | 0 | |
| | Total savings | 6,00,000 | 0 | 0 | a year. |
| | Net increase | =30,37,000 | 0 | 0 | a year. |

35. These figures leave out of account the saving which results to the Department from the employment of Military telegraphists. The number of men of this class at present actually employed is 123, but the sanctioned number is 358. Assuming that additional recruitment of soldier telegraphists will be resorted to in order to bring their strength up to sanction, the number of Civilian telegraphists to be added to the Department will be reduced by at least 200, the working power of a Military telegraphist being taken at about $\frac{2}{3}$ of that of a Civilian telegraphist, and the saving on the additional cost, as stated above, will be approximately Rs 2,5 ,000 a year. Thus the total additional cost may be taken at about Rs. 28,00,000 per annum. It is a large sum, but in the case of proposals which affect a staff of 5,000 or more men a small allowance per head per mensem easily runs into an expenditure of hundreds of thousands of rupees per annum. Moreover, it should not be

forgotten that a substantial share of the increase is on account of additional staff required to bring the working strength of the Department up to that which is necessary for the disposal of the work; that the volume of traffic which has been assumed as that for which it is necessary to provide staff is the maximum which the Department has ever been required to cope with; that the message receipts which this volume of traffic may be expected to yield is over Rs. 2,50,00,000 a year; and finally that our proposals are intended to be such as will place matters on a satisfactory footing for some years to come, our aim being to suggest such a standard of reform as cannot reasonably be followed by a recrudescence, after an interval of a year or two, of discontent and agitation.

36. In conclusion we desire to place on record our appreciation of the valuable help which has been given to us by Mr. J. N. Mukerji Bringing to the work a unique knowledge of the history and constitution of the Department, he has made easy for us work which, without his assistance, we should have found it impossible to complete in the time at our disposal.

We have the honour to be,

SIR,

Your most obedient, humble Servants,

H. HESELTINE,
*President.*

NIGEL F. PATON.
W. SUTHERLAND.
J. H. ABBOTT.
H. BARTON.
N. R. RAO.
*Members.*

J. N. MUKERJI,
*Secretary.*

SGPI, Delhi—43 T C—17-3-20—1,000.

# REPORT

OF THE

# TELEGRAPH COMMITTEE

# 1921.

SIMLA:
PRINTED AT THE GOVERNMENT MONOTYPE PRESS.
1921.

## TERMS OF REFERENCE.

"To enquire into the questions set out in the Memorandum submitted by the deputation of the Indian Telegraph Association to the Hon'ble Commerce Member on the 19th February, and its annexures, excluding all claims for re-revision of rates of pay which were revised in 1920. Claim of Second Division to retrospective effect from 1st December 1919 and method of bringing on to new scale will not be regarded as re-revision, but will be considered by Committee."

MEMBERS OF THE COMMITTEE.

*President.*

Rao Bahadur TIRUVENKATA RANGACHARIAR, M.L.A.

*Members :*

W. SUTHERLAND, Esq., V.D., M.I.E.E.,
*Chief Engineer, Telegraphs.*

Lieutenant-Colonel H. A. J. GIDNEY, M.L.A.

A. F. L. BRAYNE, Esq., I.C.S.,
*Deputy Secretary to the Government of India,*
*Finance Department.*

H. BARTON, Esq., M.L.C.
*General Secretary, Indian Telegraph Association.*

*Secretary.*

C. G. HAMILTON, Esq.,
*Assistant Secretary to the Government of India,*
*Commerce Department.*

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# Indian Telegraph Association, Limited.

To

THE DIRECTOR-GENERAL, POSTS AND TELEGRAPHS, DELHI.

SIR,

The following Memorandum, with Annexures comprising the questions which it is desired to discuss with the Hon'ble the Commerce Member at Delhi, is respectfully submitted. I might add that the Memorandum is based on the resolutions passed at the recent Conference of the Association.

Respectfully yours,
H. BARTON,
*General Secretary.*

## MEMORANDUM.

I am directed by my Committee to respectfully point out that the resolutions have been arrived at after the fullest consideration, and to ask that they may have the sympathetic and early consideration of Government. By way of justifying this fresh representation so soon after the findings of the recently appointed Telegraph Committee of Inquiry, we desire to explain that the claims set out in our Memorandum were placed at an exceedingly moderate figure so as to obtain immediate relief and thereby check the growing agitation which might otherwise have grown to proportions beyond our control. It was in fact rendering a service to Government at a critical moment, the intention being to renew our claims later. May we be permitted to state that more than one Member of the Telegraph Committee expressed satisfaction that the men had taken the revision "so quietly," implying that we might safely have held out for a great deal more. We knew this too, but we also knew that at that particular time, we had as a loyal body to divide our attention between Government and the men. Apart from this, the cost of living since January 1920 has further increased, rendered worse by the Exchange problem so that what was admitted by the Committee as an increase of 250 per cent. might, just now, well be placed at 350 per cent., a fact which has actuated Railway Companies in granting a further increase to their men.

*Operators.*—In submitting our claims on behalf of the operating staff, apart from what has been remarked in the foregoing paragraph, it is desired to specially draw attention to what is considered to be an abnormally liberal provision for military wireless operators whose duties cannot be held to be in any way more important than those of the civilian staff, a view which is supported by the attitude of the department itself towards departmental civilians doing wireless duties, but who were not compensated half as liberally as the military wireless operators referred to. The wide difference between the intial pay of a departmental civilian operator of Rs. 80 and of a military wireless operator of Rs. 250 is, it is respectfully submitted, too glaring to escape notice and must naturally give place to dissatisfaction, while the position is aggravated by the fact that a military wireless operator can attain a maximum pay of Rs. 350 in the short space of 10 years as against a maximum of Rs. 250 by departmental civilian operators in a prolonged period of 20 years. Considered from the standpoint of pay only, it is felt that the difference between the two classes of workers is out of all sense of proportion, justifying the claim by the Conference as set out in the resolution. Apart from this, it is respectfully submitted, that the position of the Association all along has been that the initial pay of an operator should not be less than Rs. 100 which will still leave a wide difference as compared with the initial pay of a military wireless operator, and which the Conference has decided should be pressed for. This claim being established, it naturally follows that the maximum pay of the operator should be proportionately increased.

*Women Workers.*—Regarding women workers it is respectfully submitted that the difference in pay between them and the male workers is too excessive. It was accepted by the Telegraph Committee as a sound argument that although women workers do not perform night duty they put in a full 50 hours a week, their services being employed during the heaviest hours of work, as against 44 real hours per week performed by male operators. It will be seen, therefore, that women workers make good for the non-performance of night duty to an extent which entitles them to a higher scale of pay than that now operating and it is in consideration of this fact which weighed so much with the Telegraph Committee, that the resolution for increased pay was passed by the Conference in advocating the claims of women workers.

*Telegraph Masters.*—Regarding Telegraph Masters a point lost sight of even by the recent Telegraph Committee is that they cannot add to their earnings as telegraphists do by way of overtime and pie money, nor has any regard been paid to the position arising as between a Telegraph Master on his initial pay and a max Telegraphist in charge of an office by which the former receives Rs. 275 and the latter Rs. 270 *plus* overtime and other earnings. For this reason the resolution provides for a difference of Rs. 50 as between the initial pay of a Telegraph Master and the maximum pay of a Telegraphist.

*The Station Service.*—The Conference desires to point out there is no justification for the introduction of such a service. That its discussion by the Committee at all was entirely outside the terms of reference by Government. Such a service is opposed to the claims of the Association and the staff, as also to the arguments and acceptations by the Committee, all of which point to one direction which is that the scales of pay prior to the revision were intensely inadequate, stress being laid on the multiplied difficulties in Presidency and large stations. If the previous initial and maximum pay of Rs. 75 and Rs. 200, respectively, was considered too low, and viewed from the standpoint of the Association claims that there should be only one General Service, as also from the standpoint of living conditions, quite outside the question of permanent location at any particular station, the Committee's action in recommending a service in which the scale of pay is so much less, is highly inconsistent, apart from their having overstepped their bounds in bringing such a service under discussion. It will be seen from the Committee's Report that the circumstance under which Station Service men are required to accept a liability for transfer are (1) Field Service (2) in time of war or (3) National emergency. This is specific and literally means they are restricted to conditions which are hardly likely to arise. But Government in dealing with the question of transfer of such men, render them liable in case of "grave public emergency." It is respectfully submitted that there is a wide difference between "national" and "public" emergency, and it was for this reason the Committee clearly defined the conditions so as to guard against expanding their meaning which may be done from the standpoint of a "public" emergency. For instance, the denudation of an office staff by plague, a strike either by the employees of other services or by men of the Telegraph service, which added to the conditions set out in the Committee's Report, would mean a transfer of these men at any moment and more frequently than otherwise. As an example, we take field service or war conditions, which from experience, we know will necessitate transfers outside station limits lasting for years, would Station Service men meet the conditions ? The very argument advanced by the Committee for creating such a service will, at the time of emergency, be its undoing; the men will resign in numbers and the service will be disorganised. Taking the intention of the Committee literally, if the catch is to keep men anchored permanently at the station of their choice and it is a choice taking peace conditions, it is not difficult to foresee what will happen should the emergency conditions arise. The term "grave public emergency" may mean anything, and if Government intend to make it as elastic as possible, the men will refuse to accept it as an emergency justifying their transfer. Apart from all this, the creation of such a service opens the way for its expansion in subsequent years to an unlimited extent which means the conversion of the service into one for purely economic purposes which is a temptation to all administrators seeking notice, overlooking the hardship it must entail on the workers and that at a time when the cost of living will have gone up by leaps and bounds. We owe a duty to the workers who follow and as an Association we are pledged to see that a service in which, perhaps, the descendants of telegraph

subordinates will be forced to seek employment is kept free of innovations which mean penury and misery in years to come. For the reasons set out, the Association respectfully submits that the creation of such a service is not justified and is pledged to oppose its retention by every available means at its disposal. It is prayed that this matter have the serious consideration it deserves.

*The Local (or Circle) Service.*—It is respectfully submitted that the arguments advanced by the Association and supported by the Telegraph Committee for the abolition of the Local Service further strengthened by the Committee's recommendation that such abolition should be given effect to, justifies the complaint that gradual abolition constitutes a grave injustice to those members of the Local Service who, though willing to accept General Service, are required to wait for vacancies which means waiting for many years after the sanctioned absorption takes place. Apart from this the Department is pledged to certain schools to provide appointments for their boys in the General Service which means shutting out Local Service men to the extent of recruitment from such schools, thereby aggravating the injustice.

The findings of the Committee clearly show that the Local Service (Circle) is so different from the General Service, that the disabilities attaching to them are identical, and in view of which it is highly inconsistent and unfair to provide for only a partial remedy by gradual and prolonged absorption which leaves a large number of men labouring under an admitted wrong, for which reasons it is claimed that the absorption recommended by the Committee be given effect to *en bloc.* In this respect your attention is respectfully drawn to my telegraph, dated 20th December 1920.

*Superior Branch, 2nd Division.*—The claims of this branch have already been set out in frequent representations and finally by the Deputation that waited on you at Calcutta. It is respectfully requested that the scheme submitted be expedited. It is also desired to draw attention to the retrospective benefits which this branch has been denied, treatment quite inconsistent with that meted out to the other branches of the service.

*Electrical and Engineering Supervisors.*—Apart from the question of pay and allowances, it is important to know how the men now filling these appointments will be affected in respect of promotion as a result of the new conditions of recruitment opening the way for very junior men for whom, it is laid down, promotion to the higher grades will be made. Will those now in the grade of Electrical and Engineering Supervisors be superseded in promotion ? This has not been made clear.

*Technical Branch generally.*—It is respectfully submitted in view of the restricted advancement affecting this branch, some definite provision should be made for their promotion to the Superior service as with the Traffic and Engineering branches. The evidence produced before the recent Telegraph Committee, testifying to the exceptional qualifications and ability required of this branch, was so convincing as to elicit much surprise at their being so shut out and was viewed as a grave injustice. It is felt that a large number of Superior 2nd Division appointments should be created and that a special 1st Division Technical branch should be introduced providing for at least five appointments on Rs. 850—20—1,000—25—1,200, such appointments being filled by two officers in the Electrician's office and the other three by officers in the Bombay, Calcutta and Madras offices, or such offices as the Director-General, Engineering, considers most important.

*Clerical Establishment.*—The frequent representations dealing with the hard case of these men affords sufficient data to go upon. In both the revisions, these men have been badly provided for. The second revision was a poor attempt to remedy matters. The provision by which 461 temporary clerks were brought on to the time-scale, is small compensation for the number of years they worked on a fixed pay, so small that it was a mere pittance, overlooking the fact that the needs of the Department required a permanent establishment to which these men should have been first appointed. The treatment they received not only precluded them permanently from advancement, but has denied them the benefits as affecting pension and such increments as would have come to them under the respective revisions. The limitation of the number of increments to four in the proportion of one increment for every three years' service, as compared with the grant of increments in keeping with actual service to other branches of the service as also to other

departments which have had a revision is so obvious that it is a matter for surprise how the Committee could have decided it as a just recommendation, or how the Government could have failed to notice the wrong that was being inflicted on this branch by so invidious a distinction. Then, too, the provision recommended by the Committee under class I, while securing benefits to the four special appointments and the 13 appointments, leave the 11 appointments exactly in the position in which they were prior to the revision. It is now sought to deprive these men of the small benefits provided in the recent revision on the plea that if advanced in keeping with the Committee's proposals, some of them would receive an abnormal increase making for discontent amongst those of longer service.

Such a contention, we beg to submit with due respect, is not crediting the Committee with much intelligence. A reference to paragraph 20, sub-clause 3, page 10 of their report, will clearly show that the Committee in making their recommendations were fully aware of this fact as they have taken the pains to discriminate between the 531 appointments on a time-scale of pay and the 461 appointments on a fixed pay of Rs. 30, 40 and 50, knowing full well that in the re-grading of the total number of appointments into 2 classes a large number of men must necessarily receive an immediate great rise in pay. It is not at all likely that the Committee would have overlooked their sense of responsibility to the Government in making such a recommendation, but it goes without saying that they knew exactly what they were recommending, and that they worded their recommendation in such a manner as to guard against any distortion of their real intention, such as is now being applied, and even after the pains taken to make their recommendation clear by further illustrating what they really intended as set out under paragraph 20, sub-clause 5, an explanation which the Government of India thoroughly understand as indicated by their own example in paragraph 2, clause 4. It seems to be overlooked in this connection that whereas prior to the last revision 531 clerks had already been placed on a time-scale of pay of Rs. 30—5—130, this number has been diminished by 131 appointments, which suffer a reduction of Rs. 45, and Rs. 50, respectively, in the max pay according as it affects Mofussil or Presidency offices and that as a result of differentiating between Mofussil and Presidency offices, a large number of the previously sanctioned time-scale appointments operating in the Mofussil must go to the Presidency offices, which explains the situation complained of by which a number of clerks in Presidency offices will receive an abnormally big rise in pay. Whatever the situation may be, what we are chiefly and solely concerned with is that the Committee made a specific recommendation which was accepted by Government, and that a notification issued after the fullest consideration of the scheme both by the Committee and the Government, should be respected.

If it transpires that by giving these men the full benefit of the Committee's recommendations it opens the way for complaint by men of longer years of service, the correct thing would be to provide for the longer service men proportionate to the increases coming to those of lesser years of service which can best be done by placing them on a scale of pay in keeping with their actual number of years of service. It does not, however, justify the attitude now taken up by Government which is virtually turning its back upon a definitely worded notification made on a definitely recommended scheme. We claim that the 400 appointments in class II should be immediately filled.

*Indian Inspecting Telegraphists.*—The position of these men is the same as that of the clerks, in that they are denied the increase under the revision in keeping with the actual number of years service put in. The same argument in this respect holds good in their case (see under Clerical Establishment). It is also advanced that the same grounds hold good in their case for a duty-allowance as in the case of Engineering Supervisors, and that the grant of such allowance should be considered.

*Telephone Operators.*—As with the Clerical branch, it is felt that the revision as affecting this branch is utterly inadequate. It is not understood why the case of these men and the Indian Inspecting Telegraphists was referred to a Postal Commission when they were rightly entitled to a hearing by the Telegraph Committee. Besides, they were not afforded representation on the Committee by a

member nominated by themselves as in the case of the other branches of the service. They were at the mercy of the Departmental officers from whom it was expected very little would be received. It does not appear to have been considered that the duties of telephone operators are peculiarly trying, requiring exceptional expertness especially so on exchanges having a large number of wires. Besides, the revised scale of pay has not been drawn up with due regard to exchanges of greater importance than others. The claim set out in the resolution provides for this. The revision prayed for is felt to be reasonable and we submit it as a minimum claim.

*Electric Mistries.*—It is not understood why the case of these men has not yet come under consideration and with these men we include drivers and motor attendants. The exclusion of any particular branch of the service is an obvious injustice and we respectfully claim that these men should be afforded redress, equally with others. The case of these men was fully set out in the Association Memorandum to the Telegraph Committee, page 12, paragraph 31 (*d*). We beg to submit that the revision contained in the attached resolution is moderate and deserves consideration.

*Linemen and Sub-Inspectors.*—The revision as it stands as affecting Inspectors and Linemen and Sub-Inspectors in Mofussil stations is considered adequate for the present. But as regards Presidency and certain large stations, we beg a revision as set out in the resolution.

*Accommodation.*—It is a matter for surprise that the recommendations of a Committee carrying with them such scathing comments, reaching to the extent of emphasising the regulation in respect of restricted accommodation as "unworthy of a great Government", should be treated as lightly as is indicated by the cutting down of the increased accommodation as set out in paragraph 26 of the Committee's Report providing for bath rooms and store rooms in addition to the unit space, but which is being so modified as to include the store room in the unit space, thus justifying the comment by the Committee that the space is insufficient for moderate comfort, for cleanliness and even for common decency. We desire to urge the speedy construction of quarters and to claim adherence to the scale of accommodation as set out in the Report

*Exposure Allowance.*—The Conference submits as a reasonable claim an exposure allowance for the staff at those places where living under canvas is compulsory. The disabilities associated with tent life are so familiar to every official, more so as affecting family men, that it hardly needs much argument to convince Government of the justice of such a claim. Men compelled to live under canvas for any reason whatsoever should be treated as coming within "camp conditions" and remunerated accordingly. In this respect it is desired to respectfully know what progress if any has been made towards the construction of quarters at places peculiarly affected by the accommodation difficulty ?

*Re-conversion of important Combined Offices into Departmental Offices.*—It is desired to point out that there are a number of combined post and telegraph offices, originally purely departmental offices, which by reason of their importance, both from a Traffic and Technical standpoint, should rightly be re-converted. The Telegraph Committee were very impressed by the evidence in support of this claim and a special note was made of the matter which, it was understood, would be referred to in their Report. The evidence of Mr. Alf Cooper, Deputy Superintendent, Technical, was particularly convincing and it is requested that this might be called for. The combining of these important offices has resulted in depriving the Telegraph staff of charges which should be resorted, not only from the standpoint of remedying a wrong as affecting the men, but as making for that efficiency which has deteriorated since the transfer of such offices to the Postal branch. The Technical branch as a whole will be able to support this claim as a result of their personal experience with such offices.

*The Technical Allowance.*—The claim for this allowance though rejected by the Telegraph Committee, calls for re-consideration. It is not understood why when provision for such an allowance has been made for the superior Engineering officers of the service who now receive in addition to their pay a technical allowance of

Rs. 75 per mensem, the same provision should be denied the subordinate ranks of the service in which technical knowledge and efficiency is indispensable We claim, therefore, that the grant of such allowance be extended to all classes of officers technically certificated, which should include the superior second division Traffic, Engineering and Technical branches, all Telegraph Masters and such of the telegraphists as possess the Technical certificate, and that such allowance be fixed proportionate to that granted to the superior Engineering officers. As the grounds for this grant apply equally to all, we feel that a rejection of our claim would constitute a grave injustice justifying keen dissatisfaction. We pray that the matter may be gone into carefully.

*Reduction in hours of duty.*—The claim for a 42 hours week, excluding Sundays and recognized holidays, though contained in the Memorandum submitted to the Telegraph Committee was not, we regret to say, received with the consideration it deserved. It is surprising that a question which elicited so much discussion and occasioned the searching cross-examination of witnesses, every one of whom were unshaken in their evidence in support of a 42 hours week, should find no mention in the Report. Evidence was produced showing that the 6 hours week system works well with the Bombay Cable Company and that it did not entail so much night duty as that necessitated by the Departmental 50 hours a week including Sundays and holidays. Although the evidence was produced by direct communication with a responsible officer of the Cable Company, it was rejected on the objection by the President that it was not official. We beg to submit that it was up to the President or the Secretary to have verified the evidence officially. Besides, the attitude taken by the official members was clearly antagonistic and prejudiced in that Mr. R. A. Clarke, Office Superintendent, Delhi, was not granted a hearing in respect of the preparation of "Duty Charts" although he was one of the most important witnesses who gave evidence as touching very weighty matters. The request by the Hon'ble Mr. Paton, Mr. Abbott and Mr. Barton, Members of the Committee, that Mr. Clarke should be given a hearing, was overruled by the President on the objection lodged by Mr. Sutherland that the Duty Chart submitted by Mr. Clarke was "cooked up", although Mr. Sutherland, in reply to a direct question by Mr. Barton, whether he (Mr. Sutherland) during his charge of an office had not ever "cooked up" his Duty Charts, said "it had to be done to some extent." We respectfully submit that, in justice to the claims of the Association and the staff, the question be gone into again; that the system of duties obtaining in the Cable office, Bombay, be called for; that all heads of offices be asked to submit Duty Charts drawn up on a 42-hour week basis, excluding Sundays; that a comparative statement be submitted showing the wastage during certain hours, under the present system and the reduction in working the suggested one; that the evidence of Mr. Clarke and the questions and answers bearing on the matter, as recorded by the stenographer, be called for.

*Lost increments resulting from the reorganisation of 1908.*—The injustice to which every average grade man was subjected as the result of a scheme which was introduced haphazard, has never been fully realised. It has never been satisfactorily explained why a reorganisation in which the revision of pay was the chief feature should have penalised this section of the staff to the extent of putting them down one point thereby subjecting them to the loss of an ordinary increment when they should really have been brought on to a scale of pay in keeping with their actual service. Several reasons were advanced by the Department as justifying this arrangement, reasons which on examination will be found to be fallacious, as may be seen from the following contention as set out in the reorganisation scheme above referred to:—

> "If the members of the average grade had been at once given the full benefit of the new scale of pay, it would not have been possible to give any immediate increases to the members of the Good and Superior grades, and the latter would have been deprived wholly or partially of the advantage they gained over their contemporaries by success in the grade examination. It was felt that this would not be equitable, and that some other solution must be found."

The solution, as will be seen, was to penalise the Average grade men by denying them "the full benefit of the new scale of pay" which the resolution in so many

words admits was rightly theirs, and to meet which they were brought upon the new scale a year lower down than they would have reached, if it had been in force when they entered the service, while all those of over five years' service were denied the double increment, a question dealt with in the subsequent paragraph.

The framers of the resolution overlooked the fact that members of the Superior and Good grades (General Scale) obtained an immediate increase in pay on passing the competitive examination and secured prior consideration in respect of promotion, and received additional advantages under the reorganisation in that, Superior grade men came on the new scale at a point four years above the point fixed under the new scale, thereby giving them four additional increments, while similarly, Good grade men were advanced one point and treated as having earned a double increment actually gaining two points and being considered as having passed the efficiency bar. Thus it will be seen that the advantage obtained by Superior and Good grade men were fourfold, in spite of which the Average grade men were denied the full benefit of the scheme on the grounds that their contemporaries in the Superior and Good grades would have lost thereby! The Average grade men were further handicapped in that those who were brought on to the revised initial pay were required to put in five years' service before earning the first increment, so that these men, in addition to the penalties enumerated, were shut out from the examination by which their contemporaries in the Superior and Good grades benefitted, as the examination under those conditions was shut down.

In fairness to such men it is claimed that they should be brought on to a scale of pay in keeping with their actual service as well as compensated in some manner for the increments lost between 1908 and 1920.

In this respect it is necessary to mention that the first condition requiring Average grade men to complete two years' service before earning the first increment doubtless with the object of equalising their position with that of the Average grade men who were put down one point, was subsequently removed, such increment being earned after the first year. We contend that, with the removal of this condition, Average grade men should have simultaneously had the one point restored.

*Loss of double increment.*—The object of this provision was "to stimulate men at the beginning of their service to make themselves thoroughly efficient signallers at the earliest possible date, five years being regarded as the time usually necessary for this." It appears to have been entirely overlooked by the framers of this clause that up to 1908, Telegraphists were required to pass a signalling test annually, before receiving an increment and that, in ordinary justice to all those who passed these examinations, they should have been treated as having met the condition and given the double increment, regardless of whether they had five years' service or more. An attempt by the Association to have this matter redressed resulted in Government extending the "Double Increment" to those men who were appointed between the 2nd of August 1901 and 2nd of July 1902 (General Service), and between 1st October 1901 and 1st October 1902 (Local Service), by which 64 men were granted the concession.

This decision was merely a partial settlement of the question. Had the Government taken a just view of the handicap imposed on Average grade men by shutting down the competitive examination, they could never have entertained proposals which, in addition to the loss of "Ordinary" and "Double Increments" and a demand for longer service for maximum pay, denied to them a similar immediate increase on passing the present examination, as was granted to those who passed the old competitive examination.

It is claimed, therefore, that the double increment should, in addition to the ordinary increment, be now restored to all Average grade men who were deprived of them under the 1908 reorganisation penalty, and that those passing the present examination should also be advanced four points in the scale of pay.

*Field Service conditions.*—It is desired to respectfully submit that the conditions under which the subordinates of this Department are required to

serve in the " Field " are humiliating beyond words. They are denied the military status which is accorded to Postal employees, who under ordinary conditions are subordinate to Telegraph officers and receive less pay ; not only so, but military Telegraphists in civil employ, when on Field Service as Telegraphists, enjoy larger allowance and are invariably given authority over those to whom they are subordinate under ordinary conditions. It was hoped that a revision in the Field Service Manual would be speedily taken in hand to remove this invidious treatment of the Telegraph civilian staff, but so far no move appears to have been made, and it is feared that, unless the conditions are rendered more favourable, it will be difficult, in fact almost impossible, to get the Civil staff to come forward so willingly for Field Service on future occasions.

The question is one which calls for serious consideration.

*Improved Pension Rules.*—It is respectfully advanced that the provisions of the improved Pension rules to the exclusion of the subordinate ranks of the Government services is an injustice keenly felt. As Government servants we claim that, regardless of rank, the benefits in this respect should extend equally to all. As matters stand, the rules have been revised to benefit those best paid and the resulting position creates a distinction which justly calls for complaint. It cannot be held that the subordinates are less deserving of consideration in this matter, and we beg that the Government of India be pleased to move the Secretary of State to consider the extension of the improved Pension rules to all ranks of the Government.

*Postal recruited men.*—About 256 men have been recruited to the Local Service from the Postal Department on the initial pay of a Local Scale telegraphist. They have had to sacrifice the service they rendered in the Post Office, as a result of which they have lost the benefits of the recent Postal revision, which they would have derived had they remained in the Postal Department.

Their case is one which appeals to us as worthy of consideration.

*Signal Office Jemadars, Head Peons, etc.*—It is a matter for deep regret that the claims of these men have not up to time had the consideration of any Committee, nor yet of the Department. They are deserving of consideration equally with other servants of Government, and we submit their claims for consideration now. We suggest : —

| | Rs. |
|---|---|
| Jemadars .. .. .. .. .. | 25—2—45. |
| Head Peons .. .. .. .. | 20—2—30. |
| Local Office Peons .. .. .. .. | 18—1—28. |

together with a house rent allowance of Rs. 4 per month.

Respectfully submitted,

H. BARTON,

*General Secretary,*

*Indian Telegraph Association, Limited.*

FROM

THE PRESIDENT AND MEMBERS OF THE
TELEGRAPH COMMITTEE,

To

THE SECRETARY TO THE GOVERNMENT OF INDIA,
DEPARTMENT OF COMMERCE.

*Dated Simla, the 27th June 1921.*

SIR,

We have the honour to report that, as desired by the Government of India, we have investigated the grievances of the staff of the Telegraph Branch, of the Post and Telegraph Department in accordance with the terms of reference reproduced below :—

> "To enquire into the questions set out in the Memorandum submitted by the deputation of the Indian Telegraph Association to the Hon'ble Commerce Member on the 19th February and its annexures, excluding all claims for re-revision of rates of pay which were revised in 1920. Claim of Second Division to retrospective effect from 1st December 1919 and method of bringing on to new scale will not be regarded as re-revision, but will be considered by Committee."

2. The Telegraph Committee of 1920 dealt with the pay and conditions of service of Telegraphists, Telegraph Masters, Deputy Superintendents and Signal room clerks ; and it was left to the Postal Committee of the same year to deal with similar matters relating to other sections of the Telegraph Branch. As the latter Committee made no recommendations with regard to certain sections, the Director-General of Posts and Telegraphs submitted proposals for the amelioration of their position. Notwithstanding the fact that the Government of India dealt with the recommendations of the two Committees and the proposals of the Director-General in a liberal spirit, a feeling of discontent prevailed in the Telegraph Branch, and in February of this year the Hon'ble Commerce Member received a deputation of the Indian Telegraph Association who presented the Memorandum alluded to in the terms of reference. It was then considered advisable to appoint a further committee to investigate and report on all the matters, other than those relating to re-revisions of pay, which were regarded as grievances by various sections of the Telegraph Branch.

3. The Committee held two meetings at Delhi in March which were more or less of a formal character and 13 meetings in Simla where the bulk of the business was transacted.

4. It will be noticed that the terms of reference are extremely general and the Committee had in the first instance to find out for themselves from the Memorandum of the Indian Telegraph Association and the four annexures referred to therein what really are the issues which arise out of them. The Memorandum and annexures covered a very wide field of grievances and were couched in too general language and raised all sorts of main and subsidiary issues including matters of administrative detail as well as broad questions of principle. Some of them relate to the method of application of the recommendations of the Telegraph Committee of 1920 as also of the Postal Committee of 1920, and the Government orders based thereon, and the manner of bringing on the men to the revised grades. Some relate to the construction of the proposals and orders, while others involve a review and re-consideration of the conclusions reached therein. Some more are questions entirely outside either of those reports and involve distinct and fresh issues either left untouched or not referred to them at all.

5. At their first meeting in March, the Committee realized that with a busy Legislative session and the impending move of the Government to Simla, it was not possible to consider the various issues at such short notice and it was therefore



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resolved to take up the consideration of the questions in Simla in June with the understanding that in the meanwhile the preparation of a précis of the questions falling within the scope of the enquiry should be undertaken by the President and the Secretary and the list so prepared be circulated beforehand.

6. In order however that the memorialists may not have any just reason to complain and that they may not construe the adjournment as any ruse to gain time, it was definitely resolved that any recommendation the Committee might eventually after enquiry make should also be recommended to have effect from the date of the appointment of this Committee, namely, 15th March 1921, and the Committee recommend accordingly that the recommendations herein made be given effect to as from 15th March 1921 except where it is otherwise stated.

7. After the adjournment, however, Mr. Barton and Colonel Gidney raised an urgent question relating to the filling up of 12 new appointments recently sanctioned in the Engineering Branch and at an urgent meeting held on the 21st Mr. Sutherland undertook that the appointments will not be filled up before the Committee meets and makes its recommendations; therefore, the proceedings were adjourned as originally arranged on the 18th. This undertaking was scrupulously kept and the Committee note with satisfaction to all concerned and both Mr. Barton and Colonel Gidney desire to place on record their grateful appreciation of the way in which the Department have dealt with this difficult question and they recognise that it was not possible to do more under the circumstances.

8. The procedure generally adopted by the Committee was to take up each question as noted on the list of questions enclosed which was treated as a sort of agenda, to read the representations contained in the references noted against each, to get Mr. Barton and Colonel Gidney to state the case of the men at length and to hear Mr. Sutherland or Mr. deMonte, as the case may be, to explain the point of view of the Department and to examine witnesses wherever it was found necessary or convenient to do so, and after discussion to record the decision of the Committee on each point in the form of Minutes of Proceedings for each day.

*Vide* A.

9. Instead of adopting the usual procedure of writing a consolidated report, the Committee consider that it will be a useful method to adopt in this case, having regard to the nature and number of points involved, to tabulate the points raised by giving an abstract of the same and giving the decision of the Committee on each point against it in another parallel column with such remarks in the last column as may be found necessary to explain more fully the conclusion reached.

It is hoped this method will be found more useful by the Government inasmuch as each question raises more or less unconnected and independent issues.

10. The Committee note with satisfaction that the officers and men serving in the Telegraph Department have received very liberal treatment within the last three years. In many of the cases, the men have had the benefit of two revisions, and some branches of the service of even three revisions, so much so that some of the grievances which this Committee had to deal with arose out of the way in which previous revisions were undertaken and given effect to piecemeal, as regards interchangeable divisions, and some on account of pay having been taken up apart from allowances. Consequently, a natural struggle arose for equalization between the Traffic and Engineering sections and also between Deputy Superintendents and Second Division officers.

11. The Committee have not gone into the question of the financial effect of their proposals, but each question was considered on its merits with due regard to national economy and no recommendation was accepted unless the Committee were satisfied that it was absolutely essential from the point of view both of Government and of the men belonging to such an important branch of the public service.

12. From the Minutes of the Proceedings it will be noticed that some of the points gave the Committee considerable trouble. When the Committee proceeded to recommend the displacement of one anomaly, other anomalies arose therefrom, for, between the dates of the various revisions, the respective rank and position of the men had changed.

13. The Committee did not undertake local enquiries which would have been necessary to deal satisfactorily with the questions of house rents, hill allowances and local allowances, as they were not satisfied that such was really the intention of Government. The Committee add that they have received various communications from Lahore, Karachi, and other places like Burma urging claims for locality allowances.

14. The Committee had to deal with major and minor questions of all sorts and in dealing with all of them, their anxiety was to arrive at a decision which should satisfy reasonable men in the service, while at the same time guarding the public revenues against unnecessary expenditure.

15. The Committee desire to draw the attention of all the men on the Telegraph staff to the substantial increase in the pay and emoluments already and to be granted on these recommendations and to the vast improvement in the conditions of service. The Government have already incurred an additional expenditure of nearly 32 lakhs per annum since November 1919 over this Branch and another 130 lakhs per annum on the Postal Branch. These present proposals are likely to make a substantial addition. It is now up to the men to continue to respond loyally to this generous treatment by more and more efficient output in their work.

16. The Committee were greatly assisted in their labours by Mr. C. G. Hamilton, whose experience and wide and detailed knowledge of the rules and procedure of the department were placed at their disposal ungrudgingly, although all the time he was in indifferent health.

We have the honour to be,

SIR,

Your obedient servants,

T. RANGACHARIAR, *President.*

W. SUTHERLAND,
H. A. J. GIDNEY, *Lt.-Col.*,
A. F. L. BRAYNE,
H. BARTON,
} *Members.*

*27th June 1921.*

C. G. HAMILTON, *Secretary.*

## SCHEDULE OF AGENDA.

*Questions which were set out in the Memorandum submitted by the deputation of the Indian Telegraph Association to the Hon'ble Commerce Member on the 19th February 1921 and its annexures and which, except as indicated in the column for "Remarks," are for discussion by the Telegraph Committee.*

| Number and subject of question in Annexure I. | Reference to question in Memorandum. | Reference to question in Annexure II. | Reference to question in Annexure III. | Reference to question in Annexure IV. | REMARKS. |
|---|---|---|---|---|---|
| 1. Male Operators .. .. | Pages 1 and 2 | .. | .. | .. | Outside scope of enquiry. |
| 2. Women Workers .. .. | Page 2 .. | .. | .. | .. | ditto. |
| 3. Old Local Service .. .. | Page 3 .. | .. | Pages 2 and 3. | | |
| 4. Station Service .. .. | Pages 2 and 3. | | | | |
| 5. Telegraph Masters .. .. | Page 2 .. | .. | .. | .. | Outside scope of enquiry. |
| 6. Deputy Superintendents, Class II | .. | .. | .. | .. | ditto. |
| 7. „ „ Class I .. | | | | | |
| 8. „ „ Engineering .. | | | | | |
| 9. „ „ Technical .. | | | | | |
| 10. Electrical Supervisors and Engineering Supervisors. | Page 4 .. | .. | .. | .. | Only removal of limit of Rs. 350 for pay *plus* duty allowance to be considered. |
| 11. Clerical Establishment including Engineering Branch. | Pages 4 and 5. | .. | Pages 1 and 2 | .. | To be considered except as regards further revision of scales of pay. |
| 12. Lower cadre .. .. .. | | | | | |
| 13. Munshis .. .. .. | .. | .. | .. | .. | |
| 14. Indian Inspecting Telegraphists .. | Page 5. | | | | |
| 15. Telephone Operators .. .. | Pages 5 and 6. | .. | .. | .. | Only grant of casual leave and overtime allowance to be considered. |
| 16. Test Operators .. .. / Head Operators .. .. | | | | | |
| 17. Inspectors .. .. .. | .. | .. | .. | .. | |
| 18. Electrical Mistries .. .. | Page 6 .. | .. | .. | .. | Outside scope of enquiry. |
| 19. Linemen and Sub-Inspectors .. | Page 6 .. | .. | .. | .. | Only grant of house rent allowance to be considered. |
| 20. House rent allowance .. .. | .. | .. | Pages 3 and 4. | | |
| 21. Accommodation .. .. | Page 6. | | | | |
| 22. Families .. .. .. | .. | .. | .. | .. | |
| 23. House rent allowance as affecting Telegraph Masters and Deputy Superintendents when on leave. | .. | .. | Page 5. | | |
| 24. and 25. House rent allowance as affecting other branches. | .. | .. | Pages 3 and 4. | | |
| 26. Delivery staff .. .. .. | .. | .. | .. | .. | |
| 27. Locality allowance .. .. | .. | .. | .. | .. | |
| 28. Presidency towns .. .. | .. | .. | .. | .. | |
| 29. Hill allowances .. .. | .. | .. | .. | .. | |
| 30. Hours of duty .. .. .. | Pages 7 and 8. | | | | |
| Questions not shown in Annexure I— | | | | | |
| (*a*) Superior Branch, 2nd Division | Page 4 .. | .. | Page 1 .. | The whole. | |
| (*b*) Technical Branch generally .. | Page 4. | | | | |
| (*c*) Exposure allowance .. | Page 6. | | | | |
| (*d*) Re-conversion of important combined offices into Departmental offices. | Pages 6 and 7. | | | | |

| Number and subject of question in Annexure I. | Reference to question in Mem. randum. | Reference to question in Annexure II. | Reference to question in Annexure III. | Reference to question in Annexure IV. | Remarks. |
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| (*e*) The Technical allowance .. | Page 7. | | | | |
| (*f*) Lost increments resulting from the reorganisation of 1908. | Pages 8 and 9. | | | | |
| (*g*) Loss of double increment .. | Page 9. | | | | |
| (*h*) Field Service conditions .. | Pages 9 and 10. | | | | |
| (*i*) Improved pension rules .. | Page 10. | | | | |
| (*j*) Postal recruited men .. | Page 10 .. | The whole. This also deals with men recruited from the clerical establishment of the Telegraph Department. | | | |
| (*k*) Signal Office Jemadars, head peons, etc. | Page 10. | | | | |
| (*l*) Supersessions .. .. | .. | .. | Page 1. | | |
| (*m*) Presidency allowances .. | .. | .. | Page 3. | | |
| (*n*) Baudot examination and, incidentally, examination for Superior Traffic Branch, 2nd Division. | .. | .. | Page 4. | | |
| (*o*) Method of transfer of Local Service men to General Service. | .. | .. | Pages 4 and 5. | | |
| (*p*) Delivery peons and Kutnee allowance. | .. | .. | Page 5. | | |
| (*q*) *Re* Superior 2nd Division increments. | .. | .. | Page 5. | | |
| (*r*) Manner of filling 11 additional appointments in executive grade of Superior Engineering Branch recently sanctioned by Secretary of State. | .. | .. | .. | Paragraphs 3 and 7 and item 1 in "Summary of demands" (indirectly). | |
| (*s*) Manner of bringing Local Service Telegraph Masters on to the General Service scale. | .. | Referred by the Department of Commerce | | | |

*Schedule of agenda and Resolutions thereon.*

| Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with. | Resolution of the Committee thereon. |
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| *3. Old Local Service.*<br>*4. Station Service.*<br>The old Local Service should be abolished *en bloc* and immediately.<br>The Station Service should also be discountenanced and there should be only one service, *viz.*, the General Service.<br>Apart from the above claims, the strength of the General Service has not yet been increased up to 4-5ths of the total signalling staff as recommended by the Telegraph Committee, 1920, and accepted by Government.<br>(Items 3 and 4 in Annexure I, pages 2 and 3 of Memorandum and pages 2 and 3 of Annexure III.) | The questions raised under this head are :—<br>1. That the Station Service should be abolished and all service should be General Service.<br>2. That if the Station Service is to be retained it should never exceed 1-5th of the total strength and that the proportion of 4-5ths to General Service and 1-5th to Station Service should be made to apply to future additions to the staff.<br>3. That the proposal by the Telegraph Committee of 1920 to absorb qualified men in the Local Service into the General Service is not being carried out.<br>A further question was raised by Mr. Barton that over 400 outsiders are employed on Telegraph duty, which fact diminishes the strength of the permanent cadre and so delays the prospects of the Local Service men to enter the General Service. Mr. deMonte, while not admitting that the number so employed is so large, states that the Government are obliged to employ these outsiders for two reasons, namely, meeting of temporary emergencies and insufficient outturn of work by the sanctioned strength. Such arrangements are inevitable. Both these factors will be periodically examined and the Government will revise the strength of the cadre from time to time to meet changed conditions. The President rules that the point raised under this head could not be taken up as the strength of the cadre is not one of the subjects referred to the Committee.<br>On the three points noted above, the Committee are of opinion that, as the system of Station Service has been in force only for a short time, it is premature to consider the question whether it should be retained or not. The Telegraph Committee of 1920 after enquiry advocated it and the Government after mature consideration have accepted it. No strong objection on principle is urged against it. It has the merit of being more economical than the General Service. The Committee see no reason to urge a reconsideration of this question. Mr. Barton and Colonel Gidney are willing to let this question lie over for some time, but they would strongly maintain that the proportion should be fixed, namely, 4-5ths of the cadre, present and future, should always be General Service, and should not be less. There are obvious objections to accepting that recommendation. What exact strength under each head will be needed can only be determined after the system now introduced has been tried for some years. The proportion of 4-5ths and 1-5th as suggested by the Telegraph Committee of 1920 was only a suggestion as an approximate figure to suit existing conditions and protect the interests of men already in the service, both General and Local.<br>The requirements of the department and the inclinations of men who enter service can be the only tests and proportions cannot be determined with reference to the interests of men who are yet to enter the department. It is quite right to safeguard existing interests. The proportion will have to vary either way as conditions change. The Committee therefore are not prepared to accept the suggestion that this proportion should be maintained for all time or for future additions. The Committee, however, recognise the claims of qualified men in the Local Service to be taken on to the General Service to the extent of the vacancies in that service, that is, if they are willing and qualified. Such transfers should be given as early as possible subject to the |

| Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with. | Resolution of the Committee thereon. |
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| | reservations (*a*) the number promised to certain institutions being kept open for them, (*b*) some candidates were taken on for training for General Service both before and after the Report of the Committee. Such promises should be adequately safeguarded.<br><br>Similarly, some men were taken on for training for the Local Service. In their case also they should be entertained as Local Service men subject to the rights, privileges and disqualifications of that service. Beyond the promise to be observed in the case of certain institutions, fresh recruits to the General Service should not be taken so as to prejudice the chances of qualified Local Service men. |
| *10. Electrical Supervisors and Engineering Supervisors.*<br><br>(1) The existing incumbents of these appointments should not be superseded for promotion to the grades of Deputy Assistant Electrician and Deputy Assistant Engineer, respectively, by junior men recruited under the new conditions.<br>(2) The limit of Rs. 350 for pay *plus* duty allowance should be removed.<br><br>(Page 4 of Memorandum and item 10 in Annexure I.) | On the first question herein, it was stated by Mr. Sutherland that apart from individual merit the new conditions of recruitment will not affect the existing Electrical and Engineering Supervisors in the matter of their promotion to the grades of Deputy Assistant Electrician and Deputy Assistant Engineer, respectively. Accepting that statement, the Committee proceeded to consider the next point and resolved that having regard to the fact that this allowance of Rs. 40 was originally granted as compensation for loss of pie money, overtime allowance and officiating Telegraph Master's allowance and not as duty allowance, though it is now treated as a duty allowance, and as no case for compensation could arise at the stage when their pay is Rs. 310, they could not see their way to recommend the withdrawal of the maximum limit of Rs. 350. |
| *11. Clerical Establishment including Engineering Branch.*<br><br>*12. Lower Cadre.*<br><br>*13. Munshis.*<br><br>The 400 appointments in the new class II which were recommended by the Telegraph Committee, 1920, and sanctioned, in the first instance, by Government should be filled up immediately.<br><br>Existing incumbents should be given credit for the whole of their past service for the purpose of increments on the new scales of pay. | The case of the clerks has become complicated by various reasons. There was a revision in March 1919 which was defective in that the initial pay for each grade was too low and the benefit of past service was altogether ignored and no immediate relief, which was urgently needed, was given to this class of low-paid subordinates. The attempt to remedy these defects by the Telegraph Committee of 1920, while it remedied the initial pay, fell into the same error of not giving immediate relief in most cases, especially in the case of the class III clerks and those drawing less than Rs. 50 under the old class II. The proposals of that Committee, such as they were, were after careful scrutiny accepted by the Government of India in Resolution No. 1629, dated 30th April 1920, and announced in the Gazette. But while proceeding to give effect to those proposals the Government were induced to modify the original proposals which seriously interfered with the prospects of about 100 men in the old class II in that they were deprived of the absorption in the new class II to which they were entitled under the Government orders of April 1920.<br><br>Since then, the case has been further complicated by trying to take up the cases on an *ad hominem* basis and the Director General has taken very great trouble to prepare proposals in long lists of individual cases which again do not adequately deal with the necessities of the situation. In some cases the increase is about 80 per cent. while in other cases it falls to less than 10 per cent.<br><br>In the superior grades in the department, in the case of Deputy Superintendents, and men of the Second Division, liberal increases have been given, in some cases even cent. per cent., averaging about 70 to 80 per cent. 50 per cent. excess over what it was in November 1919 is not excessive. The initial pay not having been fixed on a proper basis in the revision of March 1919, there can be no objection to any one getting the initial pay of the grade even if it exceeds the limit of 50 per cent. As a matter of fact, men on Rs. 50 have without objection been taken on to the Rs. 90 grade. When the department came to deal with the cases of men below Rs. 50 in the old class, II the increase to the minimum of Rs. 90 was noticed to be too high. Hence the attempt to deal with them on an *ad hominem* basis. There is not after all such a staggering difference between a Rs. 50 man rising to Rs. 90 and a Rs. 40 or Rs. 45 man rising to Rs. 90. Most of the men thus affected in the old class II were drawing Rs. 40 or 45 in November 1919. |

| Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with. | Resolution of the Committee thereon. |
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| | There was a distinct difference in quality between the old class III and old class II men. Class II men were of a superior order with better qualifications. It is true that some men in class III were drawing more than some of the men in class II, but their prospects also were entirely different. On that view, it is essential that the remaining men in the old class II should be taken on to the new class II to make up the full 400.<br><br>In all these cases of men to be taken on according to this recommendation, one uniform rule should be adopted to give the minimum pay of class II and to give the benefit of past service, with effect from the 1st March 1921, but without affecting dates of accrual of increments, in the manner recommended by the former Committee and accepted in the Government order of April 1920. The next question is how to deal with the 130 and odd men in the old class II not required in the new class II and to be taken on to the new class III. They are taken down from a superior grade with better prospects to a lower grade with less prospects. There is no need to diminish their prospects of promotion to Rs. 130. As regards these men, the Committee consider that they should enjoy the personal privilege of going up to Rs. 130 in case they continue to be in class III without being promoted to class II. In some cases, in this class and in the old class III, it is shown they did not get any immediate benefit by the revision and it resulted also in their getting less than their pay and allowances in November 1919. Some immediate relief was recognised to be necessary.<br><br>The Committee therefore consider that every one should benefit at least to the extent of an addition of Rs. 5 to the existing emoluments as they stood on the 30th November 1919. This is to be without prejudice to more beneficial arrangements, if any, already given effect to and should not affect personal allowance or dates of accrual of increments.<br><br>The Committee have perused the recent proposals of the Director-General on an *ad hominem* basis. They are, as already stated, open to the exception that some people get more, some less, and some nothing at all The Committee's proposals will not disturb the old Committee's recommendations and will give some immediate benefit on a uniform scale without giving room for complaints of differential treatment and will also be found to be more economical.<br><br>Their conclusions are :<br><br>I. That effect be given to the recommendation of the Telegraph Committee of 1920 as accepted by the Government order of April 1920, that all the 400 appointments in the new class II be filled up by men of the old class II except to the extent to which the number of appointments has been reduced by taking in 17 men of the old class III as shown in the proposals sent by the Director-General. That in so taking the required number of men to the new class II each one should get at least the minimum of the grade and, subject to conditions as to efficiency bar, and also, where it so happens, get the increments due to past service as per Government order of April 1920. Mr. Brayne dissents.<br><br>II. That the remaining men on the old class II and the men on the old class III be brought on to new class III and they be also given benefit of past service on the terms sanctioned in the Government order of April 1920, subject to the following conditions :—<br><br>That in these cases, namely, of men left over in class II to be brought over to class III and also in the case of men of the old class III, all these men should get the immediate benefit of at least Rs. 5 per mensem over and above the amounts they were actually drawing on the 30th November 1919 with effect from the 1st December 1919, *i.e.*, if the revision which took effect then did not give them any benefit or a benefit of less than Rs. 5, they should get an increase which will bring it up to Rs. 5 with effect from the 1st December 1919. This is not to affect the personal allowances they may be getting now or the existing dates of accrual of increments. The class II men so brought on should as a personal privilege be permitted to rise to Rs. 130, subject to the efficiency bar applicable to the class III men. Mr. Brayne would give retrospective effect only from the 1st March 1921. |

| Item in the agenda, with a brief *abstract of the claim or request and references to the pages of the Memorandum and its annexures* in which it is dealt with. | Resolution of the Committee thereon. |
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| | No special question arises with regard to munshis. |
| | Mr. Barton wishes to bring up a similar question affecting the Engineering Branch which has arisen out of the recommendations of the Postal Committee, 1920, but the President, while regretting that on the reference as it stands this cannot be considered by the Committee, has no doubt that under similar conditions the course recommended above will be adopted in their case also. |
| 14. *Indian Inspecting Telegraphists.*<br>(1) These officials should be given the same duty allowance as is granted to Engineering Supervisors.<br>(2) All previous service as Indian Inspecting Telegraphist should be allowed to count for increments on the new scale of pay.<br>(Page 5 of Memorandum and item 14 in Annexure I.) | Having regard to the fact that the Indian Inspecting Telegraphists are performing the same duties* as the Engineering Supervisors, (formerly designated Inspecting Telegraphists), the original scope of their duties having also been extended, and having regard also to the fact that Engineering Supervisors who have not passed the examination also get the allowance of Rs. 40, the Committee feel that the allowance, which should be treated as a duty allowance, should not be withheld from them, as they consider that there is no valid reason for making a distinction in this case; and the Committee wish also to draw attention to the fact that this service is to disappear soon and the additional expenditure is not going to be a recurring one for long.<br>Mr. Sutherland and Mr. Brayne disagree on the ground that the Indian Inspecting Telegraphists were differently recruited and have not the same qualifications and that they are amply paid and have excellent prospects if they pass the examination.<br>(2) The Committee consider that the rule recommended in paragraph 5, Chapter I, of the Report of the Postal Committee, 1920, is a safe rule to go upon in this case also and would, therefore, recommend its adoption subject to the 50 per cent. maximum limit on the pay and war allowance the officers would have drawn under the old scale on the 1st April 1920 according to the statement placed before the Committee and subject also to the maximum of the new scale. This recommendation should be given effect to from the 1st March 1921 In the case of any official whose promotion has been stopped, the maximum will be the pay of the stage at which the efficiency bar is applied. |
| 15, 16 and 17. *Telephone Operators, Test Operators, Head Operators, and Inspectors.*<br>These officials should be accorded equal treatment with telegraphists in the matter of casual leave and overtime allowance.<br>(Pages 5 and 6 of Memorandum and items 15, 16 and 17 in Annexure I.) | The Committee recognise that the matter of granting casual leave is one which should be left entirely at the discretion of the Head of the Department, but as it has been brought out that there is a rule limiting the aggregate period to 12 days in the case of telephone operators, while in the case of other establishment an aggregate period of 20 days is permitted, the Committee strongly recommend that the question be considered of equalising the period.<br>(2) The Committee recommend that the scale of overtime allowance for telephone operators should be made the same as that at present applied to signal room clerks. |
| 18. *Electrical Mistries.*<br>The pay of these men should be revised.<br>(Page 6 of Memorandum and item 18 in Annexure I.) | The Committee are informed that a revision has since been sanctioned. |
| 19. *Linemen and Sub-Inspectors.*<br>House rent allowance should be granted to these men where free quarters are not provided.<br>(Page 6 of Memorandum and item 19 in Annexure I.) | Having regard to the fact that certain men of these classes get either free quarters or house rent allowances and also to the fact that their duties lie outside their stations, the Committee strongly recommend the acceptance of the proposals contained in the Memorandum †put up by the Chief Engineer for granting house rent allowance. |

*Vide *also separate note by the President* (*Annexure A*).

†Annexure J. to the Report.

| Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with. | Resolution of the Committee thereon. |
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| *20. House rent allowance*<br><br>*24 and 25. House rent allowance as affecting other branches.*<br><br>The scales of house rent allowances recommended by the Telegraph Committee, 1920, should be introduced.<br><br>Lahore, Agra, Karachi and all hill stations should be included in Class II.<br><br>There should be no distinction between General Service and Local Service men, especially those in Burma on General Service pay, in the matter of house rent allowances.<br><br>All Telegraph employees not in receipt of house rent allowances should be granted such allowances. | These items raise important issues. It must be conceded that house rent allowances can be claimed only in cases where Government are bound in the interests of efficiency of the service to provide house accommodation for their employees and they are not able to provide the same. There are certain recognized rules regulating this question. We understand that wherever the duties are such that the employees are compulsorily required to live within the premises of the offices or close to them or that the men are on very low pay or that, as in some places, there is great difficulty of accommodation, these are the factors which are taken into account in giving free accommodation. On the ground that Telegraphists and men in charge of offices are bound to attend at all odd hours, Government have recognized their obligation to provide free quarters or grant house rent allowances in lieu thereof in their case except in certain cases to be referred to later. These considerations are liberal enough and the Committee cannot consistently with public interests recommend any extension of that scope, especially as the Government is a large employer of labour of all sorts all over the country and any extension in this Department will involve the extension in other Departments. Cases have been brought to the notice of the Committee where the necessity of giving free quarters or granting house rents in lieu thereof is admitted and yet the same is denied in practice to certain other sections.<br><br>The first of its kind is the case of Local or Circle Service Telegraphists. There are two questions which arise under this head, Local or Circle Service Telegraphists who entered up to 1st March 1913 or after that date.<br><br>(1) In the case of the former, a distinction is maintained which we have no hesitation in recommending ought at once to be put an end to. The non-Indian gets free quarters or house rent allowances. The Indian does not. This should no longer be. The Committee recommend that all such Local or Circle Service men remaining in that service without being transferred to General or Station Service should get free quarters or house rent allowances when quarters are not available, subject to the proviso that if any officer refuses to occupy suitable quarters offered by the Department, he shall not draw any house rent allowance. The Committee consider that the decision as to what are suitable quarters must be left to the Heads of the Department who will generally guide themselves by the rules as to accommodation and local conditions and habits.<br><br>(2) In the case of Local Service men who entered after 1st March 1913 on the distinct understanding that no free quarters will be given, it is true, as pointed out forcibly by the Telegraph Committee of 1920, that the conditions of service in actual practice are in no way less onerous or irksome than in the General Service and they are also shifted about from place to place, hundreds of miles away from their homes, as often, if not oftener, than the other service men. But that service is to be abolished. Men in that service can get into the General Service or into the newly created Station Service and they were recruited on a distinct understanding. That being so, the Committee are not prepared to make a general recommendation applicable to them. The Committee would, however, recommend that men in the Local Service who are qualified for transfer to General Service and have not been so transferred for no fault of theirs should be so taken as early as possible to the extent of the vacancies in the General Service and should, pending such transfer, also receive house rent allowance.<br><br>Mr. Brayne objects to the last clause about paying house rent in the meanwhile. Even in the case of men recruited after 1st March 1913 Mr. Barton would give house rent allowances to all who are willing and qualified to enter the General Service, whether there are vacancies or not. The majority regret, however, that they cannot agree to this. |

| Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with. | Resolution of the Committee thereon. |
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| | (3) The Committee in this connection also desire to draw attention to another fact brought to their notice during the enquiry. There are 19 Indian Telegraphists at present at Simla, most of them being General Service men are entitled also to free quarters or house rent allowances. Not one of them is provided with Government quarters, while it is stated that all non-Indians who wanted quarters are given the same, the Government having also rented quarters at their own expense. Four private houses have been engaged to accommodate 37 non-Indians at a cost of Rs. 10,950 for this year, although if house rent allowances had been given instead the amount to be paid to those 37 men would be only Rs. 7,987-8-0. While admitting that this generous course is inevitable having regard to the conditions in Simla, the Committee have to draw attention to the same difficulties experienced by Indian Telegraphists and brought to their notice by witnesses examined here and recommend that similar facilities of housing accommodation should also be found for Indian employees. They also have to come up on short notice and experience considerable difficulties in getting accommodation. It may be mentioned, however, that it does not appear that this particular class of men made any representations on the subject. |
| | (4) The signal room clerks working in Simla are also subjected to the same difficulties. They have to attend at odd hours and live at long distances. Their case also deserves sympathetic consideration, but having regard to the allowance already recommended, the Committee do not make further recommendation under this head. |
| | (5) Another case is brought to their notice. There are two classes of Inspecting Telegraphists or Engineering Supervisors, the method of recruitment alone being different. They perform identical duties and are subject to the same conditions of service. It is admited that the nature of the service is one which entails on the Government the duty of providing free accommodation or granting house rent allowance in lieu. One class, the Inspecting Telegraphist, gets free quarters or house rent allowance, the Indian Inspecting Telegraphist does not. The *Committee recommend that all of them should get similar treatment. |
| | The house rent allowances can but be a palliative in cases where free accommodation is considered necessary, especially in places like Simla, where it is exceptionally difficult to obtain quarters reasonably near. In all such cases, it is imperative that a programme for construction or renting premises should as early as possible be carried out in the order of urgency. The Committee recommend to Government that special notice should be taken of this question. |
| | The Committee are not prepared to recommend any further extension of the existing list than the one recommended above of the classes of persons to whom the privilege of free accommodation should be given. |
| | The housing problem is becoming a serious one everywhere in all big towns and affects all classes of public servants. How far the Government can embark upon a huge productive house-building programme by incurring capital expenditure is a general question affecting all branches of the service and this Committee do not feel confident to offer any suggestions under that head. The Committee are not also prepared to recommend any general revision of the figures already adopted by Government in the matter of house rent allowances. The Committee, however, would add a recommendation that the case of Presidency towns, specially that of Bombay, may be sympathetically considered. |
| 21. *Accommodation*<br>The scale of accommodation recommended by the Telegraph Committee, 1920, should be provided without any curtailment.<br>(Page 6 of Memorandum and item 21 in Annexure I.) | Whatever the limit of space may be for the living room, this Committee would adhere† to the recommendations made by the Telegraph Committee, 1920, that the store room and bathroom should be excluded from the calculation in all cases and treated as separate units. |
| | The Committee reiterate the urgency of the question of initiating and pursuing a comprehensive scheme for the purchase and construction of quarters for the operating and supervising staff of the Telegraph Department, and would urge that it should be taken up as soon as possible. |

**The President proposes this. The rest are against it.*

†Vide *also Resolution on house rent allowances—items 20, 24 and 25 of Agenda.*

| Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with. | Resolution of the Committee thereon. |
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| 22. *Families.*<br><br>Unmarried telegraphists with widowed mothers and minor sisters and brothers solely dependent on them should be treated as if they were married men for purposes of house rent allowance and free quarters.<br><br>(Item 22 in Annexure I.) | This is apparently based on a general rule regarding travelling allowances and the Committee do not consider that there is any justification for making a difference in this case as desired, so as to include widowed mothers and minor sisters and brothers solely dependent on bachelors. |
| 23. House rent allowance as affecting Telegraph Masters and Deputy Superintendents when on leave.<br><br>The house rent allowances granted to officials of the classes noted above should not be reduced during periods spent by them on privilege or sick leave.<br><br>(Page 5 of Annexure III.) | The Committee do not think that there is any necessity for modifying the rules in paragraph 241 of the Telegraph Manual, Volume II, as the modification desired is likely to prejudicially affect the Telegraphist when he acts as a Telegraph Master. |
| 26. *Delivery staff.*<br><br>The members of this staff should be granted house rent allowances.<br><br>(Item 26 in Annexure I.) | The Committee strongly recommend that the delivery staff should be given a house rent allowance wherever it is granted to postal peons and would urge a very early settlement of the question. |
| 27. *Locality allowance.*<br><br>29 *Hill allowances.*<br><br>In all Provinces where local allowances are granted under orders of the Local Government, the same allowances should be extended to Telegraph employees.<br><br>Hill allowances should be granted at all hill stations and the allowance should be standardised.<br><br>(Items 27 and 29 in Annexure I.) | The Committee desire at the outset to state that they found it difficult to follow what exactly they were expected to deal with under this head but, avoiding all technicality, the Committee adopted a liberal construction and took the reference to mean whether any, and if so what, hill allowances should be given to employees in the Telegraph Department and to what classes of such employees. The Committee examined the following witnesses, namely, Messrs. Brookes, Keshar Ram, Chatterji, and Kapur. Their evidence establishes that the cost of living in Simla is extremely high and persons drawing a salary of Rs. 200 and under and in receipt of no compensation for local conditions must be put to extreme discomfort in making both ends meet. This must be particularly so in the case of persons who do not get free quarters or house rent allowance. The Indian witnesses, both Telegraphists and Clerks, examined complain bitterly that they are not given quarters and that they have to live far away from their place of business, namely, the Telegraph Office, no accommodation being available near, and are also put to considerable hardship in the matter of medical attendance for themselves and members of their family, water-supply, clothing etc., and it is a well-known fact that Simla is a costly place. This is recognised in other Departments where, in the case of similar lower and upper subordinates, Simla allowances at varying rates are allowed, sometimes with free quarters or house rent allowance and sometimes without. The conditions of life in most of the hill stations are more or less similar but this Committee do not consider that without making a local enquiry they can safely offer any definite suggestion as regards all hill stations, and, though the terms of reference are entirely general, the Committee do not feel justified in embarking upon such a costly local enquiry as they feel that this is a matter in which the necessary guidance can be got from the course pursued by Local Governments or the Government of India in other similar Departments and the Committee trust that Government will approve of the action of the Committee in not undertaking such an enquiry. |

| Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with. | Resolution of the Committee thereon. |
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| | The Committee feel they are on safe ground in making definite recommendations regarding Simla about which they have some local knowledge and they have also the assistance of witnesses. One of the witnesses, Mr. Brookes, has furnished a list purporting to show the minimum expenditure to be incurred by men of the class earning Rs. 50 to 180, and according to that estimate men of this class should have at least Rs. 125 per mensem to live with ordinary comfort in Simla. The Committee feel, however, that they cannot make any general recommendation so as to apply to all cases, for different considerations must apply to people who are supplied with decent free furnished quarters and with free lights and free water-supply near the place of business and those without such facilities.<br>Therefore the Committee proceed to deal with certain classes of cases brought to their notice. The first case calling for attention is that of clerks, local service telegraphists, telephone operators and such other lower subordinates whose pay is under Rs. 180 per mensem and who have neither free quarters nor house rent allowance and are not Station Service men. It has been recognised all along that clerks should get a Simla allowance and they are allowed Rs. 10. The amount was fixed in 1910 or thereabouts. It was also the practice when the minimum pay of the telegraphists was Rs. 50 to allow Simla allowance up to Rs. 25. These people get the same pay whether they work in Simla or any station in the plains. The Committee need not labour the point that such subordinates should get a higher pay when they come up to Simla. In considering the question of the exact amount to be recommended, the Committee consider that the safest rate to adopt will be the one adopted for the sister Department, namely, the Postal, where people under similar conditions draw a Simla local allowance of Rs. 20 or 25; and in some cases where they have been engaged for service in Simla and Delhi, the allowance should be given in Delhi also. The Committee recommend that in the case of all hill stations, with reference to this class of subordinates, some extra allowance should be given and the Director General should be asked to ascertain and submit to Government suitable rates for sanction. In the case of inferior classes of servants such as mistries, linemen, and menial establishments, who receive no enhanced pay or allowance, the Committee would recommend Simla allowance on the same scale as is allowed to inferior servants of the Government of India Secretariat. In the case of menials and inferior establishment, if they are local men locally engaged and are not liable to be transferred, this allowance should not be given. That in the case of upper subordinates working in Simla whose total emoluments including allowance do not exceed Rs. 325, there is also a hardship requiring sympathetic consideration in that they receive the same salary and allowances and free quarters or house rent allowance while in Simla or any station in the plains and undoubtedly the cost of living in Simla even apart from house rents is considerably higher than in Delhi or elsewhere, and as in their case the emoluments are not high enough to live in comfort and not be out of pocket, the Committee consider that they also should get a Simla locality allowance of Rs. 20 or 25 as may be sanctioned for the lower subordinates referred to above. The Committee have given their anxious and full consideration to the point that these people are already in enjoyment of free quarters or house rent allowances and consider that that point, while going a great way to meet the difficulties in Simla, does not go far enough to alleviate the hardships which these people on moderate salaries are put to and the further fact remains that house rent allowance or free quarters are given to them wherever they may be. We have also ascertained that in certain other cases, as, for instance, the Director General's office, both local and house rent allowances are given on the ground that hill allowance should be given where the salary is not fixed with reference also to the probability of a move to Simla as in the case of the Secretariat clerks. While it is true that high prices affect both high and low, it becomes a question of relieving necessity up to a certain stage, and the Committee consider that a limit of Rs. 325 is certainly not an unreasonable or high limit in such cases having regard to the standard of ordinary comfort required for this class of people. |

| Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with. | Resolution of the Committee thereon. |
|---|---|
| | The reference to this Committee is to "enquire into the questions" contained in the papers referred to. The question so far as locality allowances are concerned is stated only in Annexure I as item No. 27, which runs as follows:— |
| | "*Locality Allowances.*—That in all provinces where local allowances are operating under orders of the Local Government, the same allowances be extended to employees of the Telegraph Department." |
| | The request is too general. We have to find out what each Government including Burma does as regards each locality and that with reference to each class of employees. We have to compare the conditions of service with those of the corresponding classes in the Telegraph Department and then determine whether those allowances should be extended to the employees in the Telegraph Department in whole or in part. All this means an extended touring and prolonged investigation which the Committee doubt whether it was the intention of Government they should undertake. No arrangements have been made for this purpose. The Committee therefore are obliged to refrain from making any recommendations on this question, and they are compelled to reiterate the remarks contained in paragraph 31 of the Report of the Telegraph Committee of 1920 and urge that the question should be speedily taken up and decided as soon as circumstances permit. The Committee understand that the powers of the Local Governments in respect of local allowances will shortly be increased and therefore no useful purpose will be served by any enquiry by them just now. |
| 28. *Presidency Towns.*<br>The women workers in the Lahore office should be brought on to the scale of pay sanctioned for such workers in offices in Presidency towns, because the Punjab has been declared to be a Presidency.<br>(Item 28 in Annexure I.) | The request is apparently based on a misapprehension as Lahore is not a Presidency town.<br>As a question of re-revision of pay, the request is outside the scope of this Committee's enquiry. |
| 30. *Hours of duty.*<br>The question of reducing the hours of duty to 42 hours a week should be reconsidered.<br>(Item 30 in Annexure I and pages 7 and 8 of Memorandum.) | This question has been carefully examined in paragraph 28 of the Report of the Telegraph Committee, 1920, and this Committee have nothing to add to the recommendations made therein. In this connection, the Committee desire to draw the attention of Government to the suggestions contained in a communication from one of the staff which was forwarded to the President by the Assistant Secretary, Indian Telegraph Association.<br>*N.B.*—Mr. Barton handed in a counter memorandum to the communication referred to above on the 24th, which also may be considered in dealing with the suggestions herein. |
| (*a*) *Superior Branch, 2nd Division.*<br>(*q*) Re *Superior 2nd Division increments.*<br>1. Existing incumbents should be brought on to the new scale of pay in such a manner as will prevent them from receiving pay at a lower rate than they would have received if they had not been promoted to the 2nd Division.<br>2. The dates of accrual of increments should continue to be those on which they earned these before the revision.<br>3. The revision of pay which was sanctioned from the 27th September 1920 should have retrospective effect from the 1st December 1919, as in the case of the classes of officials whose pay was revised on the recommendation of the Telegraph Committee, 1920. | The proposals of the Director General for removing the anomaly of a man getting less pay as the result of promotion to the 2nd Division than he would have got if he had remained a Deputy Superintendent by giving him a little more pay than he would have drawn had he not been promoted, as shown in the statements prepared by him, appear reasonable and necessary. This does not, however, apply in the case of men promoted to the 2nd Division after 20th December 1919. |

| Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with. | Resolution of the Committee thereon. |
|---|---|
| (Page 4 of Memorandum, pages 1 and 5 of Annexure III, and Annexure IV. The points other than those dealt with in the resolution in the next column are either outside the scope of the enquiry or are covered by other resolutions.) | (2) The Committee consider* that there is no reason for making a distinction between the Traffic and the Engineering Branches in the matter of the date from which increment in the scale of pay for the 2nd Division should be earned, and that the rule which applies in the case of the Traffic Branch should be made applicable also to the other Branch. We understand from Mr. deMonte that the rule in the case of Deputy Superintendents promoted to the 2nd Division of the Superior Traffic Branch is that the increment is granted on the anniversary of the date on which they previously got it. The Committee feel satisfied that unless the former date of accrual of increments applicable to each officer is taken into account for the purpose of increment under the revised scale, some of them stand to lose in the aggregate and also in their rate of pension, and therefore recommend that those dates might be taken as the dates for the increment under the revised scale. The Committee find that this was the course adopted in the case of Deputy Superintendents, Telegraph Masters, and Telegraphists, etc., as also in the revision of the pay of the 2nd Division in 1919. |
| | Having regard to the fact that other sections of the Telegraph Branch have had the benefit of retrospective effect from 1st December 1919, although they had also had the benefit of a recent revision, and also to the fact that the proposal of the Department was to give effect to this revision from the 1st April 1920, this Committee strongly recommend that the adoption of that date, that is, the 1st April 1920, may be considered as a special case, particularly as the men have been complaining about the matter ever since the revision was sanctioned. |
| (*b*) *Technical Branch generally.*<br>A large number of additional appointments in the 2nd Division of the Superior Technical Branch should be created. There should also be at least five new appointments on a pay of Rs. 850-20-1,000-25-1,200 to which officers in the 2nd Division of the Superior Technical Branch may aspire.<br>(Page 4 of Memorandum.) | The creation of new superior appointments is a matter which must be left entirely to the Head of the Department, and the Committee cannot make any recommendation on the subject. |
| (*c*) *Exposure allowance.*<br>Men required to live under canvas should be given an allowance to compensate them for the disabilities.<br>(Page 6 of Memorandum.) | This is a case in which money compensation cannot arise. The Committee, however, urge that as far as possible tent life should be avoided.<br><br>Mr. Brookes, who was examined in this connection, stated that there was a certain amount of discomfort to which they were put under tent life and he agreed that the real remedy was to avoid the necessity for such life as soon as possible. |
| (*d*) *Re-conversion of important Combined offices into Departmental offices.*<br>The conversion of important Departmental offices into Combined offices has resulted not only in depriving the Telegraph staff of charges which they ought to hold, but also in reducing the efficiency of the service, and such offices should therefore be reconverted into Departmental offices.<br>(Pages 6 and 7 of Memorandum.) | Mr. Barton reports that the matter has been dropped. |
| (*e*) *The Technical allowance.*<br>It is pointed out that Superior Engineering officers receive in addition to their pay a Technical allowance of Rs. 75 a month and it is claimed that an allowance of the same class should be granted to all other officers technically certificated, including Telegraphists who possess the technical certificate, the amount of the allowance being fixed proportionately.<br>(Page 7 of Memorandum.) | Having re-examined this question of the claim of technically certificated officers to technical allowances on the analogy of the allowance of Rs. 75 allowed to Superior Engineering Officers recruited in Europe, the Committee agree with the conclusion arrived at by the Telegraph Committee, 1920, in the last sub-paragraph of paragraph 29 of their Report, namely that there is no ground for granting it.<br><br>The analogy urged does not apply as the allowance of Rs. 75 is given in consideration of the superior professional qualifications secured by a course of training in the United Kingdom as announced in the Resolution of the Government of India in the Department of Commerce, No. 4874, dated the 4th August 1920. |

* Vide *Minutes of Proceedings on this question (Appendix to Report).*

| Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with. | Resolution of the Committee thereon. |
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| (*f*) *Lost increments resulting from the reorganisation of 1908.*<br>The "average grade" Telegraphists who in the reorganisation of 1908 were brought on to the revised scale of pay at a point below that which would have been admissible if they had been given credit for the whole of their service should now not only be given the pay to which they would be entitled if their entire service had been allowed to count, but should also be compensated in some manner for the loss of increments from 1908 to 1920.<br>(Pages 8 and 9 of Memorandum.) | Moreover, this allowance is not peculiar to the Telegraph Department being given also to Engineers of other Departments on the same grounds.<br>Mr. deMonte was examined on this point.<br>In view of the delay that has taken place since this question arose in 1908 and of the fact that the first complaint only came up in 1913 and was remedied in 1915 in so far as it was considered real, on the express understanding no further question would be raised about it, and also of the fact that a further question was only raised again about 1919 and in view also of the certain result of unsettling the position and status and chances of promotion of other people if this re-adjustment were made, the Committee regret that they are unable to recommend the reopening of this question as the grievance is not of such a substantial character.<br>Mr. Barton and Colonel Gidney dissent.* |
| (*g*) *Loss of double increment.*<br>The "Average Grade" Telegraphists who as the result of the reorganisation of 1908 lost the benefit of a "double increment" should now have this restored to them.<br>(Page 9 of Memorandum.) | Mr. deMonte, who was examined on this point, states that after 1908 the fact that any person got the benefit of a double increment did not give him any advantage in the matter of seniority over those who did not receive it, all questions of seniority being determined only according to the date of entry in the service. But the men in service who were transferred to the new scales of pay on the 1st July 1908, had, by receiving the advantage of a double increment, their seniority determined according to the amount of their increased pay on that date. This might have resulted in some persons with longer service being superseded by men of shorter service which he admits should not have occurred, but he is not sure that there are such cases.<br>The Committee recommend to Government that if there are such cases they should be rectified on being brought to notice. As regards the other complaint under this head that men with longer service than 6 years in 1908 were not given the benefit of the concession of a double increment which was allowed only in the case of a telegraphist of recognised skill and good character in the 6th year of his service, the Committee consider that it is not a legitimate grievance. The concession was apparently intended to induce young men to put forth their best efforts in the first years of their service and in such a case we must draw the line somewhere.<br>Mr. Barton and Colonel Gidney wish to add the following note.<br>Further† that should there be cases in which men of less service are in receipt of more pay than men of greater service provided the latter have not lost their increments as a result of punishment, their respective salaries should be accordingly adjusted. |
| (*h*) *Field service conditions.*<br>The conditions under which Telegraph subordinates are required to serve in the Field are wholly unsatisfactory and the hope that they would be improved has not yet been realised.<br>(Pages 9 and 10 of Memorandum.) | As it is reported that the whole of the field service conditions are under reconsideration, the Committee consider that no useful purpose would be served by discussing this question. |
| (*i*) *Improved pension rules.*<br>The improved pension rules should be extended to all ranks of the Department.<br>(Page 10 of Memorandum.) | The Committee do not consider that the conditions of service in the Telegraph Department are so dissimilar as would justify their recommending the relaxation of the general pension rules in favour of members of that Department. Such difficulties as there are must have been taken note of in fixing their pay and allowances and concessions and there are other Departments labouring under similar difficulties of irregular hours of duty and less number of holidays. The proper remedy in such cases is to provide sufficient staff and to allow a sufficient leave reserve as suggested by the Telegraph Committee of 1920. It is a well-known fact that even in Departments where there are regular hours of duty, both officers and men give their extra time and even night hours without any overtime allowances. The difference as between superior officers and inferior officers in the "improved pension rules" is one applicable to all Departments and the Committee cannot recommend any alteration as regards this Branch alone. |

*Vide *further notes by Mr. Barton and Colonel Gidney (Annexure B.).*

†Vide *also further note by Colonel Gidney and Mr. Barton about this (Annexure B.).*

| Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with. | Resolution of the Committee thereon. |
|---|---|
| (j) *Postal recruited men.*<br>(1) All Local Service Telegraphists who were recruited either from the clerical line of the Telegraph Branch or from the Postal Branch should be brought on to the Local Service scale of pay at the stage which they would have reached if they had been in it throughout their service.<br>Or<br>(2) The amount of the increments due under the revised scales of pay for signal room clerks or Postal clerks, as the case may be, in respect of the service rendered by them in those capacities should be added to the pay admissible to them as Local Service Telegraphists.<br>(Page 10 of Memorandum and Annexure II.) | Having given their best consideration to this question, the Committee regret that they cannot see their way to support this claim, as most of the men concerned voluntarily elected to enter a Department from what was altogether a separate Department at a time when the prospects in the new Department were decidedly better, and they cannot fairly seek to be treated as if they had remained in the original Department.<br>In the case of the clerical establishment of the Telegraph Branch who became Local Service Telegraphists, their claim to count their service as clerks for increments cannot also be entertained as the two branches are altogether different and there is no reason in this case to depart from the ordinary rule which has been applied in other cases, *e.g.*, that of the Indian Inspecting Telegraphists. |
| (k) *Signal Office Jemadars, Head Peons, etc.*<br>The claims of these men to a revision of pay should be considered. The following scales might be introduced :—<br>Jemadars Rs. 25—2—45,<br>Head Peons Rs. 20—2—30,<br>Local office peons Rs. 18—1—28,<br>with a house rent allowance of Rs. 4 a month.<br>(Page 10 of Memorandum.) | The Committee are informed that proposals for revising the pay of these people on the lines of the revision sanctioned for the corresponding men in the Postal Branch are before Government and it is not, therefore, necessary to make any specific recommendations. |
| (l) *Supersessions.*<br>There is a tendency on the part of officers responsible for ordering promotion to abuse their power of selection with the result that qualified men are superseded.<br>Except in glaring cases of incompetence supersessions should not be countenanced.<br>(Page 1 of Annexure III.) | The matter* is a purely administrative matter and the Committee have no remarks to make. |
| (m) *Presidency allowances.*<br>There is no justification for the ruling of the Deputy Accountant-General, Posts and Telegraphs, that officers of the 2nd Division of the Superior Engineering and Technical Branches, Deputy Assistant Engineers and Deputy Assistant Electricians are not entitled to draw in addition to house rent allowance at the enhanced rates sanctioned by Government last year, the whole of the Presidency allowances formerly admissible to them, and that the total amount that may be drawn on account of both allowances is limited to Rs. 70 a month.<br>The Presidency allowances should be granted in full to these officers in addition to the enhanced house rent allowances, and the same rule should be applied to the corresponding officers of the Traffic Branch.<br>(Page 3 of Annexure III.) | It is clear from the correspondence that the intention was to abolish the Presidency allowances which were granted only to Deputy Superintendents, Engineering and Technical, employed in Presidency towns and to place them on the same footing in the matter of allowances as Deputy Superintendents, Traffic, by increasing the scale of house rent for the former, and further the Committee understand that there is a proposal† before Government to further increase the house rent in Calcutta and Bombay from Rs. 60 to Rs. 70. |

* Vide *Resolution on recruitment to General scales item (o) of Agenda.*

† *The file containing the proposal was subsequently referred to the committee and the proposal was approved of by them.*

| Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is dealt with. | Resolution of the Committee thereon. |
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| (*n*) *Baudot examination and, incidentally, examination for Superior Traffic Branch, 2nd Division.*<br><br>There should be no re-examination of Baudot supervisors.<br><br>There should be no examination to test an officer's fitness for the 2nd Division of the Superior Traffic Branch.<br><br>(Page 4 of Annexure III.) | Mr. Barton states that he is satisfied with the arrangements already made by the Department, and there is nothing therefore to consider. |
| (*o*) *Method of transfer of Local Service men to General Service.*<br><br>Senior men should not be passed over for transfer to the General Service on the ground that they cannot pass the signalling test. Their other qualifications should be considered.<br><br>(Pages 4 and 5 of Annexure III.) | Although the Committee consider that this is a purely administrative matter, yet, in view of the large number of complaints, they recommend that the Director-General of Posts and Telegraphs should be requested to examine the cases of volunteers from the Circle Service for General Service whose claims have been ignored or set aside.<br><br>The President having remarked that he had received a number of complaints* from Indians expressing their belief that their claims for promotion and transfer have been discounted on the ground that they are Indians, the Committee wish to state that this belief has been refuted by the Department and, whilst they accept this refutation, yet in view of the existing impression they would bring this matter to the notice of Government. |
| (*p*) *Delivery peons and Kutnee allowance.*<br><br>Delivery peons are removed from their legitimate duties and employed in the instrument room, and are given in lieu of the task-work money (not subsistence allowance as stated in the complaint) which they in consequence cannot earn, a Kutnee allowance which amounts to less than their task-work earnings.<br><br>It is claimed that if the diversion is unavoidable in the interests of the service, the men should either be given both task-work-money and Kutnee allowance or the amount of the latter allowance should be increased to Rs. 1-2-0 a day. | Mr. Barton reports that the matter has been settled. |
| (*r*) *Manner of filling 11 additional appointments in executive grade of the Superior Engineering Branch recently sanctioned by Secretary of State.*<br><br>Twelve appointments in the 1st Division of the Superior Traffic Branch on a pay of Rs. 900—50—1,400 should be created immediately, 8 to be filled by officers of the 2nd Division of the Superior Traffic Branch and 4 by officers of the 2nd Division of the Superior Engineering and Technical Branches pending the creation of 10 similar appointments in the Engineering and 4 in the Technical Branch.<br><br>(Paragraphs 3 and 7 and item 1 in "Summary of demands" in Annexure IV.) | The following is a copy of a note recorded by the Committee on the office file of the Director-General of Posts and Telegraphs, and covers this question :—<br><br>"The Committee consider that the transfer of Engineering officers now employed on the Traffic side back to the Engineering side in the vacancies which have now occurred is eminently desirable as the men in the Traffic Branch have not had a chance of being promoted to the 1st Division of that Branch for over 7 years and they also consider that the proposal to transfer 5 of these Engineering officers back to the Engineering side is the utmost that in the circumstances can be done at present, and recommend the adoption of those proposals in their entirety."<br><br>*N. B.*—Mr. Barton and Colonel Gidney have added a note on the 17th explaining the exact meaning of the above, which is accepted by the Committee. It is as follows :—<br><br>"The proposals imply that the Traffic Branch get at once two permanent appointments and three officiating appointments in the 1st Division and this irrespective of the two temporary appointments at present held by Messrs Mukerji and Bunyan." |
| (*s*) *Manner of bringing Local Service Telegraph Masters on to the General Service scale.* | The following is a copy of a note recorded by the Committee on a file referred to them by the Department of Commerce and contains the Committee's views and recommendations on the subject : |

*Vide *Mr. Barton's note referred to in the Minutes of the Proceedings of the 21st June.*

| Item in the agenda, with a brief abstract of the claim or request and references to the pages of the Memorandum and its annexures in which it is deat with. | Resolution of the Committee thereon. |
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| | "The Committee having considered the similarity of conditions applicable to Telegraphists and Telegraph Masters and also the respective amounts of increase which they get on transfer to the General Service, they see no reason why the present distinction should be maintained and would therefore recommend that the rule in the case of Telegraphists should be made applicable to that of Telegraph Masters."<br><br>T. RANGACHARIAR. |

# APPENDIX.

## MINUTES OF THE PROCEEDINGS.

*Proceedings of the meeting of the Telegraph Committee held at Delhi on the 18th March 1921.*

PRESENT:

1. Rao Bahadur TIRUVENKATA RANGACHARIAR, M.L.A., *President.*
2. Mr. W. SUTHERLAND, V.D., M.I.E.E.
3. Lieutenant-Colonel H. A. J. GIDNEY, M.L.A.
4. Mr. A. F. L. BRAYNE, I.C.S.
5. Mr. H. BARTON, M.L.C.
6. Mr. C. G. HAMILTON, *Secretary.*

The President briefly outlined the questions referred to the Committee and pointed out that the questions required study of previous papers and correspondence and suggested to the members that in view of the heavy work in the Assembly it would not be possible to do full justice to the work entrusted to them if the meetings were to go on side by side with the Assembly meetings. He also pointed out that the reference alluded to a Memorandum and four Annexures and it required some time to boil down the issues arising therefrom and to eliminate such as are outside the scope of the enquiry. This he proposed to do with Mr. Hamilton's assistance and circulate copies to the members in time for the next meeting which he proposed might be held in June.

The members agreeing, it was resolved :

(*a*) to have the next meeting early in June at Simla,

(*b*) in view of the postponement, to recommend to Government that any recommendation they may eventually make should have effect from the date of the appointment of this Committee, namely, 15th March 1921.

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*Proceedings of an urgent meeting of the Telegraph Committee held at Delhi on the 21st March 1921.*

PRESENT :

(*Same as above.*)

In consequence of an urgent letter received from Mr. Barton, in regard to the filling up of the 11 new appointments sanctioned by the Secretary of State and the safeguarding of the claims of the Superior 2nd Division this meeting was called by the Chairman.

Mr. Sutherland undertook that the 11 new appointments will not be filled up till the Committee meets in June and makes its recommendations and on that undertaking the Committee resolved to consider the question at its meetings to be held in June.

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*Minutes of the Proceedings of the Telegraph Committee held at Simla on the 11th June 1921 at 11 a.m.*

PRESENT :

1. Rao Bahadur TIRUVENKATA RANGACHARIAR, M.L.A., *President.*
2. Lieutenant-Colonel H. A. J. GIDNEY, M.L.A.
3. Mr. H. BARTON, M.L.C.
4. Mr. A. F. L. BRAYNE, I.C.S.
5. Mr. W. SUTHERLAND, V.D., M.I.E.E.
6. Mr. C. G. HAMILTON, *Secretary.*

After certain preliminary remarks by the President, the Committee proceeded to consider the items on the agenda in the following order.

**Electrical Supervisors and Engineering Supervisors.**

**Prospects of Promotion and Removal of limit of Rs. 350 for pay *plus* duty allowance.**

On the first question herein, it was stated by Mr. Sutherland that apart from individual merit the new conditions of recruitment will not affect the existing Electrical and Engineering Supervisors in the matter of their promotion to the grade of Deputy Superintendents. Accepting that statement, the Committee proceeded to consider the next point and resolved that having regard to the fact that this allowance of Rs. 40 was originally granted as compensation

against pie money, overtime allowance and officiating Telegraph Masters' allowance and not as duty allowance, though it is now treated as a duty allowance and as no case for compensation could arise at the stage when their pay is Rs. 310, they could not see their way to recommend the withdrawal of the maximum limit of Rs. 350.

*Vide* Minutes of 14th June.

(Mr. Russell was also later examined at his request as representative of that Branch and he admitted that he was satisfied with the existing rule imposing the limit and his point was that it should be continued to be treated as a duty allowance and he was assured there was no intention to treat it otherwise on the part of the Committee.)

14

Indian Inspecting Telegraphists.

1. Claim to duty allowance as in the case of Inspecting Telegraphists.

2. Claim to benefit of past service as Inspecting Telegraphists in being brought on to new scale already sanctioned.

II. Having regard to the fact that the Indian Inspecting Telegraphists are performing the same duties as the Engineering Supervisors (formerly designated Inspecting telegraphists), the original scope of their duties having also been extended, and having regard also to the fact that Engineering Supevisors who have not passed the examination also get the allowance of Rs. 40, the Committee feel that the allowance, which should be treated as a duty allowance, should not be withheld from them, as they consider that there is no valid reason for making a distinction in this case; and the Committee wish also to draw attention to the fact that this service is to disappear soon and the additional expenditure is not going to be a recurring one for long.

Mr. Sutherland and Mr. Brayne disagree on the ground that the Indian Inspecting Telegraphists were differently recruited and have not the same qualifications and that they are amply paid and have excellent prospects if they pass the examination.

Recorded on the 17th.

The Committee consider that the rule recommended in paragraph 5, Chapter I, of the Report of the Postal Committee, 1920, is a safe rule to go upon in this case also and would, therefore, recommend its adoption subject to the 50 per cent. maximum limit on the pay and war allowance the officers would have drawn under the old scale on the 1st April 1920 according to the statement placed before the Committee and subject also to the maximum of the new scale. This recommendation should be given effect to from the 1st March 1921. In the case of any official whose promotion has been stopped, the maximum will be the pay of the stage at which the efficiency bar is applied.

The Committee adjourned at 2-30 P.M. to 11 A.M. on the 13th.

*N. B.*—The President has appended a note explaining the majority view.

NOTE.—(The second point arising under this head was after some discussion on the 13th reserved for further consideration pending the receipt of information called for.)

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*Minutes of the Proceedings of the Telegraph Committee held on the 13th June 1921 at 11 a.m.*

PRESENT:

(*As before.*)

Mr. Barton urged for a re-consideration of point No. 1 decided on the 11th, but this was after discussion found unnecessary. The Committee proceeded to discuss the other items.

15, 16 and 17.
Telephone operators.
Test operators.
Head operators.
Inspectors.
Casual leave and overtime allowance.

III. (1) The Committee recognize that the matter of granting casual leave is one which should be left entirely at the discretion of the Head of the Department, but as it has been brought out that there is a rule limiting the aggregate period to 12 days in the case of telephone operators, while in the case of other establishments an aggregate period of 20 days is permitted, the Committee strongly recommend that the question be considered of equalizing the period.

(2) The Committee recommend that the scale of overtime allowance for telephone operators should be made the same as that at present applied to signal room clerks.

18
Electrical Mistries.

IV. The Committee are informed that a revision has since been sanctioned.

19
Linemen and Sub-Inspectors.

V. Having regard to the fact that certain men of these classes get either free quarters or house-rent allowances and also to the fact that their duties lie outside their stations, the Committee strongly recommend the acceptance of the proposals contained in the memorandum put up by the Chief Engineer for granting house-rent allowance.

Before dispersing for the day, the President announced that he had received various communications urging that the question of the revision of the pay of the Civil wireless operators should be brought on the agenda and he stated that he would certainly re-consider the question and that, if on going through the papers again it was not a case of re-revision as he found it to be he would bring it up for consideration.

NOTE.—The decision* was given on the 20th excluding the subject from consideration.

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*Minutes of the proceedings of the Telegraph Committee held on the 14th June 1921.*

PRESENT :

*(As before.)*

A letter was received by the President from Mr. Russell asking he should be examined in connection with point No. 1 as he thought there was a mistake made in that connection and on his being sent for and examined he admitted that he made a mistake and stated he had no objection to the rule as it stands and urged the allowance should be treated only as a duty allowance,

21
Standard of accommodation or limit of space to be allowed in Government quarters.

VI. Whatever the limit of space may be for the living room, this Committee would adhere to the recommendations made by the Telegraph Committee, 1920, that the store room and bath-room should be excluded from the calculation in all cases and treated as separate units.

The Committee reiterate the urgency of the question of initiating and pursuing a comprehensive scheme for the purchase and construction of quarters for the operating and supervising staff of the Telegraph Department, and would urge that it should be taken up as soon as possible.

22
Families.
Who are all included in the term "Family" for travelling allowances and accommodation ?

VII. This is apparently based on a general rule regarding travelling allowances and the Committee do not consider that there is any justification for making a difference in this case as desired, so as to include widowed mothers and minor sisters and brothers solely dependent on bachelors.

23
House-rent allowance as affecting Telegraph Masters and Deputy Superintendents when on leave.

VIII. The Committee do not think that there is any necessity for modifying the rules in paragraph 241 of the Telegraph Manual, Volume II, as the modification desired is likely to prejudicially affect the Telegraphist when he acts as a Telegraph Master.

26
Delivery staff.

IX. The Committee strongly recommend that the delivery staff should be given a house-rent allowance wherever it is granted to postal peons and would urge a very early settlement of the question.

(Mr. Ewbank who was present, informed the Committee that the question was under consideration.)



* Annexure F to Report.

28
Presidency towns.

X. The request is apparently based on a misapprehension as Lahore is not a Presidency town. As a question of revision of pay, the request is outside the scope of this Committee s enquiry.

(*d*)
Re-conversion of important combined offices into Departmental offices.

XI. Mr. Barton reports that the matter has been dropped.

(*h*)
Field service conditions.

XII. As it is reported that the whole of the field service conditions are under re-consideration, the Committee consider that no useful purpose would be served by discussing this question.

(*l*)
Supersessions.

XIII. The matter is a purely administrative matter and the Committee have no remarks to make.

(*p*)
Delivery peons and Kutnee allowance.

XIV. Mr. Barton reports that the matter has been settled.

(*c*)
Exposure allowance when living under canvas.

XV. This is a case in which money compensation cannot arise. The Committee, however, urge that as far as possible tent life should be avoided.

Mr. Brookes, who was examined in this connection, stated that there was a certain amount of discomfort to which they were put under tent life and he agreed that the real remedy was to avoid the necessity for such life as soon as possible.

The Committee adjourned at 2-30 P.M. to 11 A.M. on the 15th.

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*Minutes of the proceedings of the Telegraph Committee held on the 15th June 1921 at 11 a.m.*

PRESENT:

(*As before*).

(*e*)
The technical allowance.

XVI. Having re-examined this question of the claim of technically certificated officers to technical allowances on the analogy of the allowance of Rs. 75 allowed to Superior Engineering officers recruited in Europe, the Committee agree with the conclusion arrived at by the Telegraph Committee, 1920, in the last sub-paragraph of paragraph 29 of their Report, namely, that there is no ground for granting it. The analogy urged does not apply as the allowance of Rs. 75 is given in consideration of the superior professional qualifications secured by a course of training in the United Kingdom as announced in the Resolution of the Government of India in the Department of Commerce, No. 4874, dated the 4th August 1920. Moreover this allowance is not peculiar to the Telegraph Department, being given also to Engineers of other Departments on the same grounds.

(*f*)
Lost increments resulting from the reorganization of 1908.

XVII.—Mr. deMonte was examined on this point.

In view of the delay that has taken place since this question arose in 1908 and of the fact that the first complaint only came up in 1913 and was remedied in 1915 in so far as it was considered real, on the express understanding no further question would be raised about it, and also of the fact that a further question was only raised again about 1919 and in view also of the certain result of unsettling the position and status and chances of promotion of other people if this re-adjustment were made, the Committee regret that they are unable to recommend the re-opening of this question as the grievance is not of such a substantial character.

Mr. Barton and Colonel Gidney dissent.

The Committee adjourned at 2 P.M. to 11 A.M. on the 16th.

*Minutes of the proceedings of the Telegraph committee held on the 16th June 1921 at 11 a.m.*

PRESENT:

*(As before.)*

(g)
Loss of double increment.

XVIII. Mr. deMonte, who was examined on this point states that after 1908 the fact that any person got the benefit of a double increment did not give him any advantage in the matter of seniority over those who did not receive it, all questions of seniority being determined only according to the date of entry in the service. But the men in service who were transferred to the new scales of pay on the 1st July 1908 had, by receiving the advantage of a double increment, their seniority determined according to the amount of their increased pay on that date. This might have resulted in some persons with longer service being superseded by men of shorter service which he admits should not have occurred, but he is not sure that there are such cases.

The Committee recommend to Government that if there are such cases, they should be rectified on being brought to notice. As regards the other complaint under this head that men with longer service than six years in 1908 were not given the benefit of the concession of a double increment which was allowed only in the case of a telegraphist of recognized skill and good character in the 6th year of his service, the Committee consider that it is not a legitimate grievance. The concession was apparently intended to induce young men to put forth their best efforts in the first years of their service and in such a case we must draw the line somewhere.

Mr. Barton and Colonel Gidney wish to add the following note:—

Further, that should there be cases in which men of less service are in receipt of more pay than men of greater service, provided the latter have not lost their increments as a result of punishment, their respective salaries should be accordingly adjusted.

(k)
Signal Office jemadars, head peons, etc.

XIX. The Committee are informed that proposals for revising the pay of these people on the lines of the revision sanctioned for the corresponding men in the Postal Branch are before Government and it is not, therefore, necessary to make any specific recommendations.

(r)
Manner of filling 11 additional appointments in executive grade of Superior Engineering Branch recently sanctioned by Secretary of State.

XX. The following is a copy of a note recorded by the Committee on the office file of the Director General of Posts and Telegraphs and covers this question:—

"The Committee consider that the transfer of Engineering officers now employed on the Traffic side back to the Engineering side in the vacancies which have now occurred is eminently desirable as the men in the Traffic Branch have not had a chance of being promoted to the 1st Division of that Branch for over seven years, and they also consider that the proposal to transfer five of these Engineering officers back to the Engineering side is the utmost that in the circumstances can be done at present, and recommend the adoption of those proposals in their entirety."

*N. B.*— Mr. Barton and Colonel Gidney added a note on the 17th, explaining the exact meaning of the above which is accepted by the Committee. It is as follows:—

"The proposals imply that the Traffic Branch get at once two permanent appointments and three officiating appointments in the 1st Division and this irrespective of the two temporary appointments at present held by Messrs. Mukerji and Bunyan."

(m) Presidency allowances.

XXI. It is clear from the correspondence that the intention was to abolish the Presidency allowances which were granted only to Deputy Superintendents, Engineering and Technical, employed in Presidency towns and to place them on the same footing in the matter of allowances as Deputy Superintendents, Traffic, by increasing the scale of house rent for the former, and further the Committee understand that there is a proposal before Government to further increase the house rent in Calcutta and Bombay from Rs. 60 to Rs. 70.

The Committee adjourned at 2 p.m. to 11 a.m. on the 17th.

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*Minutes of the proceedings of the Telegraph Committee held on the 17th June 1921 at 11-30 a. m.*

PRESENT :

(*As before.*)

(i) Improved pension rules.

XXII. The Committee do not consider that the conditions of service in the Telegraph Department are so dissimilar as would justify their recommending the relaxation of the general pension rules in favour of members of that Department. Such difficulties as there are must have been taken note of in fixing their pay and allowances and concessions and there are other Departments labouring under similar difficulties of irregular hours of duty and less number of holidays The proper remedy in such cases is to provide sufficient staff and to allow a sufficient leave reserve as suggested by the Telegraph Committee of 1920. It is a well known fact that even in departments where there are regular hours of duty, both officers and men give their extra time and even night hours without any overtime allowances. The difference as between superior officers and inferior officers in the "improved pension rules" is one applicable to all departments and the Committee cannot recommend any alteration as regards this branch alone.

(a) Superior Branch, 2nd Division.

(q) Re Superior 2nd Division increments.

XXIII. The proposals of the Director General for removing the anomaly of a man getting less pay as the result of promotion to the 2nd Division than he would have got if he had remained a Deputy Superintendent by giving him a little more pay than he would have drawn had he not been promoted, as shown in the statments prepared by him, appear reasonable and necessary. This does not, however, apply in the case of men promoted to the 2nd Division after the 20th December 1919. (The Committee would, however, draw attention to the fact that these proposals still leave untouched the other anomaly of junior men drawing more pay than their seniors by the accident of their having had the benefit of two revisions and the Committee consider that some method should be devised to remedy this inequality adequately.)

This was later omitted, *vide* proceedings of the 20th.

(Consideration of this point adjourned.)

(2) The Committee consider that there is no reason for making a distinction between the Traffic and the Engineering Branches in the matter of the date from which increment in the scale of pay for the 2nd Division should be earned, and that the rule which applies in the case of the Traffic Branch should be made applicable also to the other Branch.

We understand from Mr. deMonte that the rule in the case of Deputy Superintendents promoted to the 2nd Division of the Superior Traffic Branch is that the increment is granted on the anniversary of the date on which they previously got it. (In the case of permanent officers of the 2nd Division brought on to the new scale, we see no reason for recommending any departure from the ordinary rule of the Civil Service Regulations.)

This was later removed, *vide* proceedings of the 20th.

(Colonel Gidney and Mr. Barton do not agree with the last sentence above.)

The Committee adjourned at 3 p m. to 11 a m. on the 18th.

*Minutes of the Proceedings of the Telegraph Committee held on the 18th June 1921 at 11 a.m.*

PRESENT:

(*As before.*)

(*a*) *and* (*q*)
Superior Branch 2nd Division.

*Re* Superior 2nd Division increments.

*XXIV. Having considered in detail, with the help of the lists filed by Mr. Barton, the point left over at yesterday's meeting, the Committee recommend that in the case of the following five men, namely, Messrs. Raikes, Walker and Human of the Traffic Branch, Rodrigues of the Engineering Branch and Osborne of the Technical Branch, their pay as from the 1st October 1920 should be brought up to the amounts† shown against them in the last column of the lists. The Committee cannot help remarking that this course has become inevitable on account of the fact that the majority of the other men have been allowed the benefit of three revisions. The Committee have considered the other alternative of stopping further increments in the case of the other men until the date on which they would have earned it if they had not had the benefit of the third revision, but, although these men have been very liberally treated, the Committee abstain from recommending this course because by so doing the Committee should be remedying one grievance and creating another.

This was later omitted—*vide* Proceedings of the 20th.

†These are subject to verification.

XXV. Having regard to the fact that other sections of the Telegraph Branch have had the benefit of retrospective effect from 1st December 1919, although they had also had the benefit of a recent revision, and also to the fact that the proposal of the Department was to give effect to this revision from the 1st April 1920, this Committee strongly recommend that the adoption of that date, that is, the 1st April 1920, may be considered as a special case particularly as the men have been complaining about the matter ever since the revision was sanctioned.

This portion is unnecessary—*vide* Proceedings of the 20th.

This recommendation does not apply in the case of the five men dealt with in the previous Resolution as they get the benefit otherwise.

(*o*)
Method of transfer of Local Service men to General Service.

XXVI. Although the Committee consider that this is a purely administrative matter, yet, in view of the large number of complaints, they recommend that the Director General of Posts and Telegraphs should be requested to examine the cases of volunteers from the Circle Service for General Service whose claims have been ignored or set aside.

(*s*)
Manner of bringing Local Service Telegraph Masters on to the General Service scale.

XXVII. The following is a copy of a note recorded by the Committee on a file referred to them by the Department of Commerce and contains the Committee's views and recommendations on the subject:—

"The Committee having considered the similarity of conditions applicable to Telegraphists and Telegraph Masters and also the respective amounts of increase which they get on transfer to the General Service, they see no reason why the present distinction should be maintained and would therefore recommend that the rule in the case of Telegraphists should be made applicable to that of Telegraph Masters."

(*j*)
Postal recruited men.

XXVIII. Having given their best consideration to this question, the Committee regret that they cannot see their way to support this claim, as most of the men concerned voluntarily elected to enter a Department from what was altogether a separate Department at a time when the prospects in the new Department were decidedly better, and they cannot fairly seek to be treated as if they had remained in the original Department.

In the case of the clerical establishment of the Telegraph Branch who became Local Service Telegraphists, their claim to count their service as clerks for increments cannot also be entertained as the two branches are altogether different and there is no reason in this case to depart from the ordinary rule which has been applied in other cases, *e.g.*, that of the Indian Inspecting Telegraphists.

The Committee adjourned at 2 p.m. to 2-30 p.m. on the 20th.



*Annexure I to the Report.

*Minutes of the Proceedings of the Telegraph Committee held on the 20th June 1921 at 2-30 p.m,*

PRESENT:

(*As before.*)

*Annexure G. to Report.

XXIX. Having read Mr. Barton's note* regarding Resolutions Nos. XXV and XXIII (2) and having heard Mr. McKie, the Committee feel satisfied that unless the former date of accrual of increment applicable to each officer is taken into account for the purpose of increment under the revised scale, some of them stand to lose in the aggregate and also in their rate of pension, and therefore recommend that those dates might be taken as the dates for the increment under the revised scale. The Committee find that this was the course adopted in the case of Deputy Superintendents, Telegraph Masters, and Telegraphists, etc., as also in the revision of the pay of the 2nd Division in 1919.

The last sentence in Resolution No. XXIII (Clauses 1 and 2) should therefore be deleted as also the last clause in Resolution No. XXV.

XXX. Having again considered the lists† put up by Mr. Barton which has since been examined with the help of Mr. deMonte, the Committee find that the proposals made by the Director General and accepted by the Committee are in the circumstances quite adequate. Therefore, the recommendations contained in the latter portion of Resolution XXIII (1) and in Resolution XXIV are withdrawn.

(*b*)
Technical Branch generally.

XXXI. The creation of new superior appointments is a matter which must be left entirely to the Head of the Department, and the Committee cannot make any recommendation on the subject.

Mr. Nand Lal, Signal Room Clerk, and the chosen representative of the clerks in Simla, was examined on a memorandum submitted by him.

The Committee adjourned at 5-30 P.M. to 2-30 P.M. on the 21st.

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*Minutes of the Proceedings of the Telegraph Committee held on the 21st June 1921 at 2-30 p.m.*

PRESENT:

(*As before.*)

†Annexure H. to Report.

XXXII. *Read.*—A note† by Mr. Barton regarding Resolution No. XXVI.

*Resolved.*—To accept a draft prepared by Colonel Gidney, which is as follows :—

To be added to Resolution No. XXVI.

The President having remarked that he had received a number of complaints from Indians expressing their belief that their claims for promotion and transfer have been discounted on the ground that they are Indians, the Committee wish to state that this belief has been refuted by the Department and, whilst they accept this refutation, yet in view of the existing impression they would bring this matter to the notice of Government.

The following witnesses were examined :—

1. Mr. Brookes, Baudot Supervisor.
2. Mr. Keshar Ram, Local Scale Telegraphist.
3. Mr. S. C. Chatterji, General Scale Telegraphist.
4. Mr. J. D. Kapur, Telegraph Inspector, Kalka-Simla Railway.

Having heard their evidence, the Committee proceeded to consider the question of hill allowances.

The Committee adjourned at 6 P.M. to 2-30 P.M. on the 22nd.

† Annexure I to the Report.

*Minutes of the Proceedings of the Telegraph Committee held on the 22nd June 1921 at 2-30 p.m.*

PRESENT:

(*As before.*)

29 and 27.
Hill allowances and locality allowances.

The Committee desire at the outset to state that they found it difficult to follow what exactly they were expected to deal with under this head but, avoiding all technicality, the Committee adopted a liberal construction and took the reference to mean whether any and if so what hill allowances should be given to employés in the Telegraph Department and to what classes of such employés. The Committee examined the following witnesses :—

Messrs. Brookes, Keshar Ram, Chatterji, and Kapur. Their evidence establishes that the cost of living in Simla is extremely high and persons drawing a salary of Rs. 200 and under and in receipt of no compensation for local conditions must be put to extreme discomfort in making both ends meet. This must be particularly so in the case of persons who do not get free quarters or house rent allowance. The Indian witnesses, both telegraphists and clerks, examined complain bitterly that they are not given quarters and that they have to live far away from their place of business, namely, the Telegraph Office, no accommodation being available near, and are also put to considerable hardship in the matter of medical attendance for themselves and members of their family, water-supply, clothing, etc., and it is a well-known fact that Simla is a costly place. This is recognized in other Departments where in the case of similar lower and upper subordinates Simla allowances at varying rates are allowed, sometimes with free quarters or house rent allowance and sometimes without. The conditions of life in most of the hill stations are more or less similar but this Committee do not consider that without making a local enquiry they can safely offer any definite suggestion as regards all hill stations, and though the terms of reference are entirely general, the Committee do not feel justified in embarking upon such a costly local enquiry as they feel that this is a matter in which the necessary guidance can be got from the course pursued by Local Governments or the Government of India in other similar departments and the Committee trust that Government will approve of the action of the Committee in not undertaking such an enquiry.

*Vide* I and II.

The Committee feel they are on safe ground in making definite recommendations regarding Simla about which they have some local knowledge and they have also the assistance of witnesses. One of the witnesses, Mr. Brookes, has furnished a list purporting to show the minimum expenditure to be incurred by men of the class earning Rs. 50 to 180 and according to that estimate—men of this class should have at least Rs. 125 per mensem to live with ordinary comfort in Simla. The Committee feel, however, that they cannot make any general recommendation so as to apply to all cases, for different considerations must apply to people who are supplied with decent free furnished quarters and with free lights and free water-supply near the place of business and those without such facilities.

Therefore the Committee proceed to deal with certain classes of cases brought to their notice. The first case calling for attention is that of clerks, local service telegraphists, telephone operators and such other lower subordinates whose pay is under Rs. 180 per mensem and who have neither free quarters nor house rent allowance and are not station service men. It has been recognised all along that clerks should get a Simla allowance and they are allowed Rs. 10. The amount was fixed in 1910 or thereabouts. It was also the practice when the minimum pay of the telegraphists was Rs. 5 to allow Simla allowance up to Rs. 25. These people get the same pay whether they work in Simla or any station in

the plains. The Committee need not labour the point that such subordinates should get a higher pay when they come up to Simla. In considering the question of the exact amount to be recommended, the Committee consider that the safest rate to adopt will be the one adopted for the sister department, namely, the Postal, where people under similar conditions draw a Simla local allowance of Rs. 20 or 25; and in some cases where they have been engaged for service in Simla and Delhi the allowance should be given in Delhi also. The Committee recommend that in the case of all hill stations, with reference to this class of subordinates, some extra allowance should be given and the Director-General should be asked to ascertain and submit to Government suitable rates for sanction. In the case of inferior classes of servants such as mistries, linemen, and menial establishment, who receive no enhanced pay or allowance, the Committee would recommend Simla allowance on the same scale as is allowed to inferior servants of the Government of India Secretariat. In the case of menials and inferior establishment, if they are local men locally engaged and are not liable to be transferred, this allowance should not be given. That in the case of upper subordinates working in Simla whose total emoluments including allowance do not exceed Rs. 325, there is also a hardship requiring sympathetic consideration in that they receive the same salary and allowances and free quarters or house rent allowance while in Simla or any station in the plains and undoubtedly the cost of living in Simla even apart from house rents is considerably higher than in Delhi or elsewhere, and as in their case the emoluments are not high enough to live in comfort and not be out of pocket, the Committee consider that they also should get a Simla locality allowance of Rs. 20 or 25 as may be sanctioned for the lower subordinates referred to above. The Committee have given their anxious and full consideration to the point that these people are already in enjoyment of free quarters or house rent allowances and consider that that point, while going a great way to meet the difficulties in Simla, does not go far enough to alleviate the hardships which these people on moderate salaries are put to and the further fact remains that the house rent allowance or free quarters are given to them wherever they may be. We have also ascertained that in certain other cases, as, for instance, the Director General's office, both local and house rent allowances are given on the ground that hill allowance should be given where the salary is not fixed with reference also to the probability of a move to Simla as in the case of the Secretariat clerks. While it is true that high prices affect both high and low, it becomes a question of relieving necessity up to a certain stage and the Committee consider that a limit of Rs. 325 is certainly not an unreasonable or high limit in such cases having regard to the standard of ordinary comfort required for this class of people.

The reference to this Committee is to "enquire into the questions" contained in the papers referred to. The question so far as locality allowances are concerned is stated only in Annexure I as item No. 27 which runs as follows:—

> "*Locality Allowances.*—That in all provinces where local allowances are operating under orders of the Local Government, the same allowances be extended to employees of the Telegraph Department."

The request is too general. We have to find out what each Government including Burma does as regards each locality and that with reference to each class of employees. We have to compare the conditions of service with those of the corresponding classes in the Telegraph Department and then determine whether those allowances should be extended to the employees in the Telegraph Department in whole or in part. All this means an extended touring, and prolonged investigation which the Committee doubt whether it was the

intention of Government they should undertake. No arrangements have been made for this purpose. The Committee therefore are obliged to refrain from making any recommendations on this question, and they are compelled to reiterate the remarks contained in paragraph 31 of the report of the Telegraph Committee of 1920 and urge that the question should be speedily taken up and decided as soon as circumstances permit. The Committee understand that the powers of the Local Governments in respect of local allowances will shortly be increased and therefore no useful purpose will be served by any enquiry by them just now.

The Committee adjourned at 6 P.M. to 2-30 P.M. on the 23rd.

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*Minutes of the Proceedings of the Telegraph Committee held on the 23rd June 1921 at 2-30 P.M.*

PRESENT :

(*As before.*)

20, 24 and 25, House rent allowance.

XXXIII.—These items raise important issues. It must be conceded that house-rent allowances can be claimed only in cases where Government are bound in the interests of efficiency of the service to provide house accommodation for their employees and they are not able to provide the same. There are certain recognized rules regulating this question. We understand that wherever the duties are such that the employees are compulsorily required to live within the premises of the offices or close to them or that the men are on very low pay or that, as in some places, there is great difficulty of accommodation,—these are the factors which are taken into account in giving free accommodation. On the ground that telegraphists and men in charge of offices are bound to attend at all odd hours, Government have recognized their obligation to provide free quarters or grant house-rent allowances in lieu thereof in their case except in certain cases to be referred to later. These considerations are liberal enough and the Committee cannot consistently with public interests recommend any extension of that scope especially as the Government is a large employer of labour of all sorts all over the country and any extension in this department will involve the extension in other departments. Cases have been brought to the notice of the Committee where the necessity of giving free quarters or granting house rents in lieu thereof is admitted and yet the same is denied in practice to certain other sections.

The first of its kind is the case of local or circle service telegraphists. There are two questions which arise under this head, Local or Circle Service telegraphists who entered up to 1st March 1913 or after that date.

(1) In the case of the former a distinction is maintained which we have no hestitation in recommending ought at once to be put an end to. The non-Indian gets free quarters or house rent allowances. The Indian does not. This should no longer be. The Committee recommend that all such Local or Circle Service men remaining in that service without being transferred to General or Station Service should get free quarters or house rent allowances when quarters are not available, subject to the proviso that if any officer refuses to occupy suitable quarters offered by the department he shall not draw any house rent allowance. The Committee consider that the decision as to what are suitable quarters must be left to the heads of the Department who will generally guide themselves by the rules as to accommodation and local conditions and habits.

(2) In the case of Local Service men who entered after 1st March 1913 on the distinct understanding that no free quarters will be given, it is true, as pointed out forcibly by the Telegraph Committee of 1920, that the conditions of service in actual practice are in no way less onerous or irksome than in the General

Service and they are also shifted about from place to place hundreds of miles away from their homes as often, if not oftener, than the other service men. But that service is to be abolished. Men in that service can get into the General Service or into, the newly created Station Service and they were recruited on a distinct understanding. That being so, the Committee are not prepared to make a general recommendation applicable to them. The Committee would, however, recommend that men in the Local Service, who are qualified for transfer to General Service and have not been so transferred for no fault of theirs, should be so taken as early as possible to the extent of the vacancies in the General Service, and should, pending such transfer, also receive house rent allowance.

Mr. Brayne objects to the last clause about paying house rent in the meanwhile.

Even in the case of men recruited after 1st March 1913 Mr. Barton would give house rent allowances to all who are willing and qualified to enter the General Service whether there are vacancies or not. The majority regret, however, that they cannot agree to this.

(3) The Committee in this connection also desire to draw attention to another fact brought to their notice during the enquiry. There are 19 Indian telegraphists at present at Simla, most of them being General Service men are entitled also to free quarters or house rent allowances. Not one of them is provided with Government quarters, while it is stated that all non-Indians who wanted quarters are given the same, the Government having also rented quarters at their own expense. Four private houses have been engaged to accommodate 37 non-Indians at a cost of Rs. 10,950 for this year, although if house rent allowances had been given instead the amount to be paid to those 37 men would be only Rs. 7,987-8-0. While admitting that this generous course is inevitable having regard to the conditions in Simla, the Committee have to draw attention to the same difficulties experienced by Indian telegraphists and brought to their notice by witnesses examined here and recommend that similar facilities of housing accommodation should also be found for Indian employees. They also have to come up on short notice and experience considerable difficulties in getting accommodation. It may be mentioned, however, that it does not appear that this particular class of men made any representations on the subject.

(4) The Signal Room clerks working in Simla are also subjected to the same difficulties. They have to attend at odd hours and live at long distances. Their case also deserves sympathetic consideration, but having regard to the allowance already recommended, the Committee do not make further recommendation under this head.

(5) Another case is brought to their notice. There are two classes of Inspecting Telegraphists or Engineering Supervisors, the method of recruitment alone being different. They perform identical duties and are subject to the same conditions of service. It is admitted that the nature of the service is one which entails on the Government the duty of providing free accommodation or granting house rent allowance in lieu. One class, the Inspecting Telegraphist gets free quarters or house rent allowance, the Indian Inspecting Telegraphist does not. The Committee recommend that all of them should get similar treatment.

President proposes this. The rest are against it.

The house rent allowances can but be a palliative in cases where free accommodation is considered necessary especially in places like Simla, where it is exceptionally difficult to obtain quarters reasonably near. In all such cases it is imperative that a programme for construction or renting premises should as early as possible be carried out in the order of urgency. The Committee recommend to Government that special notice should be taken of this question.

The Committee are not prepared to recommend any further extension of the existing list than the one recommended above of the classes of persons to whom the privilege of free accommodation should be given.

The housing problem is becoming a serious one everywhere in all big towns, and affects all classes of public servants. How far the Government can embark upon a huge productive house-building programme by incurring capital expenditure is a general question affecting all branches of service and this Committee do not feel confident to offer any suggestions under that head. The Committee are not also prepared to recommend any general revision of the figures already adopted by Government in the matter of house rent allowances.

The Committee, however, would add a recommendation that the case of Presidency Towns, specially that of Bombay may be sympathetically considered.

30
Hours of duty.

XXXIV.—This question has been carefully examined in paragraph 28 of the Report of the Telegraph Committee, 1920, and this Committee have nothing to add to the recommendations made therein. In this connection, the Committee desire to draw the attention of Government to the suggestions contained in a communication from one of the staff which was forwarded to the President by the Assistant Secretary, Indian Telegraph Association.

*N.B.*—Mr. Barton handed in a counter memorandum to the communication referred to above on the 24th which also may be considered in dealing with the suggestions herein.

The Committee adjourned at 6 P.M. to 2-30 P.M. on the 24th.

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*Minutes of the Proceedings of the Telegraph Committee held on the 24th June 1921 at 2-30 p.m.*

PRESENT :

(*As before.*)

11, 12 and 13.
Clerical Establishment including Engineering Branch ;
Lower Cadre ;
Munshis.

XXXV.—The case of the clerks has become complicated by various reasons. There was a revision in March 1919 which was defective in that the initial pay for each grade was too low and the benefit of past service was altogether ignored, and no immediate relief which was urgently needed was given to this class of low paid subordinates. The attempt to remedy these defects by the Telegraph Committee of 1920, while it remedied the initial pay fell into the same error of not giving immediate relief in most cases, especially in the case of the class III clerks and those drawing less than Rs. 50 under the old class II. The proposals of that Committee, such as they were, were after careful scrutiny accepted by the Government of India in Resolution No. 1629, dated the 30th April 1920, and announced in the Gazette. But while proceeding to give effect to those proposals the Government were induced to modify the original proposals which seriously interfered with the prospects of about 100 men in the old class II in that they were deprived of the absorption in the new class II to which they were entitled under the Government orders of April 1920.

Since then the case has been further complicated by trying to take up the cases on an *ad hominem* basis and the Director-General has taken very great trouble to prepare proposals in long lists of individual cases which again do not adequately deal with the necessities of the situation. In some cases the increase is about 80 per cent. while in other cases it falls to less than 10 per cent.

In the superior grades in the department, in the case of Deputy Superintendents, and men of the Second Division, liberal increases have been given, in some cases even cent. per cent., averaging about 70 to 80 per cent. 50 per cent. excess over what it was in November 1919 is not excessive.

The initial pay not having been fixed on a proper basis in the revision of March 1919 there can be no objection to any one getting the initial pay of the grade even if it exceeds the limit of 50 per cent. As a matter of fact men on Rs. 50 have without objection been taken on to the Rs. 90 grade. When the department came to deal with the cases of men below Rs. 50 in the old class II the increase to the minimum of Rs. 90 was noticed to be too high. Hence the attempt to deal with them on an *ad hominem* basis. There is not, after all, such a staggering difference between a Rs. 50 man rising to Rs. 90 and a Rs. 40 or Rs. 45 man rising to Rs. 90. Most of the men thus affected in the old class II were drawing Rs. 40 or Rs. 45 in November 1919.

There was a distinct difference in quality between the old class III and old class II men. Class II men were of a superior order with better qualifications. It is true that some men in class III were drawing more than some of the men in class II, but their prospects also were entirely different. On that view it is essential that the remaining men in the old class II should be taken on to the new class II to make up the full 400.

In all these cases of men to be taken on according to this recommendation one uniform rule should be adopted to give the minimum pay of class II and to give the benefit for past service, with effect from the 1st March 1921, but without affecting dates of accrual of increments, in the manner recommended by the former Committee and accepted in the Government order of April 1920. The next question is how to deal with the 130 and odd men in the old class II not required in the new class II and to be taken on to the new class III. They are taken down from a superior grade with better prospects to a lower grade with less prospects. There is no need to diminish their prospects of promotion to Rs. 130. As regards these men, the Committee consider that they should enjoy the personal privilege of going up to Rs. 130 in case they continue to be in class III without being promoted to class II. In some cases, in this class and in the old class III, it is shown they did not get any immediate benefit by the revision and it resulted also in their getting less than their pay and allowances in November 1919. Some immediate relief was recognised to be necessary.

The Committee therefore consider that every one should benefit at least to the extent of an addition of Rs. 5 to the existing emoluments as they stood on the 30th November 1919.

This is to be without prejudice to more beneficial arrangements, if any, already given effect to and should not affect personal allowance or dates of accrual of increments.

The Committee have perused the recent proposals of the Director General on an *ad hominem* basis. They are as already stated open to the exception that some people get more, some less and some nothing at all. The Committee's proposals will not disturb the old Committee's recommendations and will give some immediate benefit on a uniform scale without giving room for complaints of differential treatment and will also be found to be more economical.

Their conclusions are:—

I. That effect be given to the recommendation of the Telegraph Committee of 1920 as accepted by the Government order of April 1920, that all the 400 appointments in the new class II be filled up by men of the old class II except to the extent to which the number of appointments has been reduced by taking in 17 men of the old class III as shown in the proposals sent by the Director-General. That in so taking the required number of men to the new class II each one should get at least the minimum of the grade and subject to conditions as

to efficiency bar and also where it so happens, get the increments due to past service as per Government order of April 1920. Mr. Brayne dissents.

II. That the remaining men on the old class II and the men on the old class III be brought on to new class III and they be also given benefit of past service on the terms sanctioned in the Government order of April 1920, subject to the following conditions:—

That in these cases, namely, of men left over in class II to be brought over to the class III and also in the case of men of the old class III all these men should get the immediate benefit of at least Rs. 5 per mensem over and above the amounts they were actually drawing on the 30th November 1919 with effect from the 1st December 1919, *i.e.*, if the revision which took effect then did not not give them any benefit or a benefit of less than Rs. 5, they should get an increase which will bring it up to Rs. 5 with effect from the 1st December 1919. This is not to affect the personal allowances they may be getting now or the existing dates of accrual of increments. The class II men so brought on should as a personal privilege be permitted to rise to Rs. 130 subject to the efficiency bar applicable to the men of class III.

Mr. Brayne would give retrospective effect only from the 1st March 1921.

No special question arises with regard to munshis.

Mr. Barton wishes to bring up a similar question affecting the Engineering Branch which has arisen out of the recommendations of the Postal Committee, 1920, but the President while regretting that on the reference as it stands this cannot be considered by the Committee has no doubt that under similar conditions the course recommended above will be adopted in their case also.

(*n*)

**Baudot examination and, incidentally, examination for Superior Traffic Branch, 2nd Division.**

*3 and 4.*

**Old Local Service Station Service.**

XXXVI.—Mr. Barton states that he is satisfied with the arrangements already made by the Department, and there is nothing therefore to consider.

XXXVII. Items 3 and 4 were next taken up.

The questions raised under this head are:—

1. That the Station Service should be abolished and all service should be General Service.
2. That if the Station Service is to be retained, it should never exceed 1-5th of the total strength and that the proportion of 4-5ths to General Service and 1-5th to Station Service should be made to apply to future additions to the staff.
3. That the proposal by the Telegraph Committee of 1920 to absorb qualified men in the Local Service into the General Service is not being carried out.

A further question was raised by Mr. Barton that over 400 outsiders are employed on Telegraph duty which fact diminishes the strength of the permanent cadre and so delays the prospects of the Local Service men to enter the General Service. Mr. deMonte while not admitting that the number so employed is so large, states that the Government are obliged to employ these outsiders for two reasons, namely, meeting of temporary emergencies and insufficient outturn of work by the sanctioned strength. Such arrangements are inevitable. Both these factors will be periodically examined and the Government will revise the strength of the cadre from time to time to meet changed conditions. The President rules that the point raised under this head could not be taken up as the strength of the cadre is not one of the subjects referred to the Committee.

On the three points noted above, the Committee are of opinion that, as the system of Station Service has been in force only for a short time, it is premature to consider the question whether it should be retained or not. The Telegraph Committee of 1920 has after enquiry advocated it and the Government after mature consideration have accepted it. No strong objection on principle is urged against it. It has the merit of being more economical than the General Service. The Committee see no reason to urge a reconsideration of this question. Mr. Barton and Colonel Gidney are willing to let this question lie over for some time, but they would strongly maintain that the proportion should be fixed, namely, 4-5th of the cadre, present and future, should always be General Service, and should not be less. There are obvious objections to accepting that recommendation. What exact strength under each head will be needed can only be determined after the system now introduced has been tried for some years. The proportion of 4-5th and 1-5th as suggested by the Telegraph Committee of 1920 was only a suggestion as an approximate figure to suit existing conditions and protect the interests of men already in the service, both General and Local.

The requirements of the department and the inclinations of men who enter service can be the only tests and proportions cannot be determined with reference to the interests of men who are yet to enter the department. It is quite right to safeguard existing interests. The proportion will have to vary either way as conditions change. The Committee therefore are not prepared to accept the suggestion that this proportion should be maintained for all time or for future additions. The Committee, however, recognise the claims of qualified men in the Local Service to be taken on to the General Service to the extent of the vacancies in that service, that is, if they are willing and qualified. Such transfers should be given as early as possible subject to the reservations (*a*) the number promised to certain institutions being kept open for them; (*b*) some candidates were taken on for training for General Service both before and after the report of the Committee. Such promises should be adequately safeguarded.

Similarly, some men were taken on for training for the Local Service. In their case also they should be entertained as Local Service men subject to the rights, privileges and disqualifications of that service. Beyond the promise to be observed in the case of certain institutions, fresh recruits to the General Service should not be taken so as to prejudice the chances of qualified Local Service men.

The Committee proceeded to consider two further references by the Department of Commerce and after disposing of the same, the meeting was adjourned at 7-30 P.M. to Monday, the 27th 11 A.M. for considering drafts of Report and Resolutions.

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*Minutes of the proceedings of the Telegraph Committee held on the 27th June 1921 at 11 a.m.*

PRESENT:

(*As before.*)

Read: Minutes of Proceedings and Introductory Report. The members approved of the same and signed them. It

was agreed that the abstract accompanying the Report should be signed by the President.

Colonel Gidney and Mr. Barton handed in a note raising a question as to the exclusion of Indians and Anglo-Indians from the Wireless Branch. The President ruled it as outside the scope of the terms of reference.

The Committee closed its sitting at 2 P.M.

T. RANGACHARIAR.
H. A. J. GIDNEY.
W. SUTHERLAND.
A. F. L. BRAYNE.
H. BARTON.
C. G. HAMILTON.

## INDIAN TELEGRAPH ASSOCIATION, LIMITED.

### ANNEXURE I.

The following is the subject matter of all the resolutions arrived at the Conference held by the Association from the 11th to 16th November 1920, and which are now submitted to Government for gracious consideration.

1. *Male Operators.*—In view of the revision as affecting military wireless operators who start on Rs. 250 rising to Rs. 350 in ten years, it is considered not unreasonable to demand for civilian operators an increased initial and maximum pay. The proposal is Rs. 100—10—210—15—300 with an efficiency bar at Rs. 240; this means that, whereas a military wireless operator receives Rs. 250 as an initial pay, a civilian operator will not attain it till the 14th year reaching Rs. 300 in the 17th year as against ten years' service required by military wireless operators for Rs. 300.

2. *Women Workers.*—Resolved that this be designated a "purely women service," the pay to be as follows: —

*Mofussil Stations.*—Rupees 80—10—180.

*Presidency offices including Rangoon, Lahore, Karachi.*—Rupees 100—10—200.

3. *Old Local Service.*—That this be abolished *en bloc* and immediately.

4. *Station Service.*—That this service be immediately discountenanced. That there be one all-round General Service.

5. *Telegraph Masters.*—Rupees 300—20—400.

6. *Deputy Superintendents—Class II.*—Rupees 400—20—500.

7. *Deputy Superintendents—Class I.*—Rupees 500—20—600.

8. *Deputy Superintendents, Engineering.*—To comprise one class only on Rs. 400—20—600.

9. *Deputy Superintendents, Technical.*—Same as Traffic, *vide* 6 and 7.

10. *Electrical Supervisors and Engineering Supervisors.*—Rupees 100—10—300—20—400, to draw in addition to pay the duty allowance of Rs. 40 which will cease on reaching Rs. 340.

11. *Clerical Establishment including Engineering Branch.*—To comprise an upper and a lower cadre. Upper cadre to be formed on the basis of the total number of clerical appointments in each Presidency and large office, including Lahore, Agra, Karachi and Rangoon, and in each group of Mofussil stations to discharge the more important duties such as Establishment Accounts, Complaints, Public and Departmental supervision. This class to comprise three grades as under: —

(*a*) Rupees 300—10—400, appointments in each of the Presidency offices to be filled by the Head Clerk and Accountant.

(*b*) Rupees 200—10—270 for each Presidency and large office.

(*c*) Rupees 150—10—200 for each Presidency and large office and each group of Mofussil stations.

12. *Lower cadre.*—To comprise the remaining 90 per cent. on a time-scale pay as follows: —

*Presidency and large offices.*—Rupees 50—8—100—10—150, efficiency bar at 100.

*Each group of Mofussil stations.*—Rupees 45—5—95—7—130, efficiency bar at 95.

13. *Munshis.*—Large offices, Rs. 30—3—45 and Rs. 25—3—40 for other stations.

14. *Indian Inspecting Telegraphists.*—That the present revision stand except that they get the benefit of all service put in towards increments and draw a duty allowance of Rs. 40 like the Engineering Supervisors.

15. *Telephone Operators.*— { Rupees 50—5—150 at small exchanges. / Rupees 60—5—150 at large exchanges.

16. { *Test operators* / *Head operators* } —After ten years service may be appointed on Rs. 150—10—200.

17. *Inspectors.*—By special selection after training in Alipore:—

Class I, Rs. 80—7—150.

Class II, Rs. 170—10—250.

Overtime and casual leave to be participated in as applying to telegraphists.

18. *Electrical Mistries.*—Class I for Presidency and large offices:

Rupees 100—5—150, and Class II Rs. 50—5—100.

Drivers and Motor attendants to be included in Class I and Assistant Engine Drivers and Assistant Motor attendants in Class II.

19. *Linemen and Sub-Inspectors.*—The pay of Line Inspectors and Sub-Inspectors to remain as at present as also the pay of Linemen in Mofussil stations. Linemen in Presidency stations to be re-revised on Rs. 20—1—35 *plus* Rs. 5 house rent where quarters are not provided.

20. *House-rent Allowance.*—The Conference records a respectful protest against cutting down the figures recommended by the Telegraph Committee and asks that these figures be adhered to. That Lahore, Agra, Karachi and all hill stations be brought under Class II. That all men in receipt of house-rent allowance be brought on the scale recommended by the Committee and that special reference be made of the injustice operating against Local Service men on General Service pay in Burma as they are to all intends and purposes General Service men restricted to service in Burma under their bond.

21. *Accommodation.*—That the Conference lodges a respectful protest against the curtailment of space by including in the dwelling room space the store room which is separately provided for and insists that the full accommodation as recommended by the Committee and accepted by Government be adhered to.

That the building of quarters for the staff be expedited, chiefly in Cantonment stations amongst which Rawalpindi and Peshawar call for first consideration.

22. *Families.*—In view of the great hardship devolving on bachelors who have widowed mothers and minor sisters and brothers solely dependent on them the Conference respectfully urges that all such be included in the term "family" for purposes of house-rent allowance and free accommodation.

23. *House-rent Allowance as affecting Telegraph Masters and Deputy Superintendents when on leave.*—The existing arrangement by which these officers have to exchange allowances with those who officiate for them results in the hardship that a family man has to take the allowance of a bachelor. The intention of the house-rent allowance is to afford relief for a specific purpose which is to make larger provision for a married man. The mere fact of a bachelor or married telegraphist officiating for a married Telegraph Master does not alter their respective positions. Besides house-rent allowance is not granted for the work done but for a specific relief. It is claimed, therefore, that there should be no curtailment of this allowance when on leave whether privilege or sick leave.

24. *House-rent Allowance as affecting other Branches.*—That, as under the condition obtaining in the Department an official, wherever stationed, is required to live near the scene of his work which is chiefly in congested areas and that, as all branches are equally affected by the abnormal rise in house-rent, it is proposed

that the grant be extended to all those not now in receipt of the allowance as follows : —

Women telegraphists in Class I stations Rs. 15, at all others Rs. 10.

25. *Other ranks.*—Ten per cent. of their substantive pay with minimum of Rs. 5.

*Note.*—This is subject to be claim that as far as male operators are concerned there should be only one General Service thereby securing to them the house-rent allowance now operating.

26. *Delivery staff.*—As the Director General has left the case of the men in the hands of the Postmasters-General and we have had the assurance that they are satisfied with the rates of pay and are now concerned only with a house-rent allowance which we have been assured will be given and in view of the resolution under house-rent allowance for other ranks the Conference was of opinion that their case is satisfactorily disposed of.

27. *Locality Allowance.*—That in all provinces where local allowances are operating under orders of the Local Government, the same allowances be extended to employees of the Telegraph Department.

28. *Presidency Towns.*—That in view of the Punjab having been declared a Presidency from the 1st January 1920, thereby raising Lahore to the status of a Presidency Office, women workers of the Lahore Office be brought on to Presidency rates of pay with effect from such date.

29. *Hill Allowances.*—That this allowance be extended to all hill stations, and that the allowance be standardized.

30. *Hours of duty.*—That the question of reduction in the hours of duty to a 42-hours week be again pressed.

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The following telegram was sent to the Private Secretary to His Excellency the Viceroy, Delhi, Commerce, Delhi, copy to Director General, Telegraphs, on the 18th December 1920 :—

*Absorption local scale and house-rent.*

Indian Telegraph Association respectfully represents considerable tension feeling over abnormal delay in giving effect to Telegraph Committee's accepted recommendations regarding abolition Local Service and immediate absorption of percentage fixed by Committee. At recent Conference of Indian Telegraph Association it was resolved that Local Service be abolished *en bloc* and that Station Service be closed down, that the service comprise only the one General Service and that all men comprising the Local Service prior to the Telegraph Committee's enquiry be accorded equal treatment as regards house-rent allowance. It is respectfully submitted that paragraph 19 of Association's Memorandum submitted to the Telegraph Enquiry Committee did not receive the attention it demanded, thereby leaving the question of Local Scale Anglo-Indians and Indians unredressed justifying the feeling that both injustice and racial distinction in this respect continue to operate, for speedy remedy.

## ANNEXURE II.

*Resolutions carried unanimously in the General Meeting of the Telegraphists recruited from the Post Office and from the clerical establishment of the Telegraph Department on the 31st October 1920.*

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1. That it may be pointed out to the Director General of Posts and Telegraphs, through the Telegraph Conference to be held at Calcutta on 11th, 12th and 13th proximo—

(*a*) That due consideration be shown to the telegraphists recruited from the Post office and clerical establishment of the Telegraph Department for their services rendered by them prior to their appointment as Local Service telegraphists as otherwise it would mean that their prior services will be entirely ignored while regulating the revision, by both the departments.

(*b*) That the majority of men thus transferred had a previous service ranging from 6 to 15 years and their pays then ranged from 20 to 30 rupees.

(*c*) That consequently when they were transferred to the signalling branch, the pay of the Local Scale compared favourably with their previous prospectus and the ratio between the prospects of the two branches, was a sufficient inducement to the men for a transfer and outweighed to a certain extent the awkward duties, frequency of transfers to longer distances, and the consideration of living in costly places.

(*d*) For instance, a Postal clerk of 10 years' service to-day draws more or less Rs. 75 per month, whereas the initial pay of the local service is only Rs. 55, according to the present revision in both the departments. The ratio has thus been rendered unfavourable and the difference between the two grades no longer remains the same as it was when these men were originally appointed to the signalling branch.

(*e*) The pay and prospects of both the Postal and Telegraph Departments are revised and brought on the time-scale system and almost to the same level. The Telegraph scale is maintained a little higher to compensate for the harder conditions of life and service. The transfer from postal or clerical establishment should therefore be considered parallel with the transfer from Local to General Service in the Telegraphs.

Big towns in Post office 50 to 140, and local service of teles. 55 to 180 *vide* Govt. of India, C. I. D. No. 6458, dated the 23rd September 1920, paragraph 1.

(*f*) Unlike an ordinary telegraphist, practically none of the so recruited men can hope to rise even to the maximum pay of a telegraphist not to speak of higher grades of the Telegraph service. His maximum would be somewhere near the efficiency bar, because his days of retirement shall have come round by that time. In the Post office they could expect to rise to the maximum there. This clearly argues that they are now placed at a disadvantage by their transfer to the signalling branch.

(*g*) That according to paragraph 3 of Postmaster-General, Bombay's special circular No. 13, dated the 19th ultimo, men of decent abilities in the Post office can expect to look beyond their maximum; whereas in their present position they can with difficulty reach their efficiency bar, much less to speak of the maximum of the Telegraph service.

That in view of the above grounds :—

(*i*) All postal and clerical telegraphists whether appointed before or after 1912 to the local scale, should now be brought on the scale of pay of the Local Service at the point which they would have reached had they been in the Local Service throughout their service; or as the least recognition,

P. M. G., Bombay's special circular No. 13, dated 19th October 1920, page 41.

(*ii*) The number of increments according to the present revision (in the Post office and the Telegraph clerical branch) already earned by the men for the number of years in their past appointments be added to their present pay as Telegraphists, according to clauses (*a*) or (*b*) of paragraph 1 of Government of India Resolution No. 6458, dated the 23rd September 1920.

D. Gs.' general order No. 34, dated 26th September 1913.

2. That the D. G. be requested that the date of joining the training class of men taken from the Post office and clerical establishment prior to 16th September 1913 be counted as the date of entry in the department for purposes of increment and seniority as there is no reason why such a signal difference should have been made between the men appointed prior to and after that date.

3. It is also resolved that the General Secretary of the I. T. A, be requested to allow one more representative from this centre from the men so affected.

That the meeting closes with thanks to the president Mr. R. B. Khandekar.

ANNEXURE III.

# Indian Telegraph Association, Limited.

## REVISION OF SUPERIOR 2ND DIVISION *re* RETROSPECTIVE BENEFITS.

We beg to respectfully submit that it should not be difficult of the Government of India to set right a flaw in the revision, more so as Government's action in respect of the other branches of the service clearly goes to show that this benefit was conceded in common to all other services which had a revision in pay and on which the Committee's recommendation in this respect was chiefly based (*vide* paragraph 33 of the Report).

## REVISION OF SUPERIOR 2ND DIVISION AS A WHOLE.

We desire to respectfully point out that the exclusion of this branch from the inquiry by the Telegraph Committee is largely responsible for the present position. It is felt that, had the Committee been permitted to include this branch of the service in their Report they would readily have acceeded to the demand that immediate provision should have been made in the first division to the extent of the number of appointments provided by the Amalgamation Scheme of 1914, and believing that Government, in reserving to themselves the right to handle separately the case of this branch, would have taken into consideration the demands contained in the Association Memorandum, our claims were formulated in keeping with this expectation. It is important that a very early pronouncement be made by Government on the scheme submitted by the deputation of the 2nd division which you graciously received on the 12th November 1920 (copy attached). I would respectfully draw attention to the successive reminders, dated respectively 13th November and 22nd December 1920 and to respectfully submit that it was due to the Association to have at least received some sort of acknowledgment, if it was not possible to vouchsafe any definite reply. It is now desired to respectfully know what the attitude of Government is in this matter and whether any hope can be held out to us that the claims of this branch will be met.

We desire to emphasise the anomaly as affecting the position of the 2nd division men in contrast with that of D. S.'s class I by which the former lose considerably by their promotion which they receive shortly before the revision affecting the D. S. grade. You were pleased to allow that this constituted a substantial grievance and that the matter would be put right. May we know whether this is being done ?

## SUPERSESSIONS.

As a result of the many cases of supersession, some of them so glaring, by which certain men appear to have received preferential treatment, we feel constrained to ask that the matter be gone into fully. We hope we may be pardoned for pointing out that there can be no justification whatever for overstepping a man on the mere assumption that the one superseding him is possessed of special merit, while at the same time admitting that the party superseded has met the conditions governing promotion and is deserving of such promotion, nor does it appear just that numbers of men should be superseded on the plea of " special promotion," when they had not met any special conditions as compared with those overstepped. We feel that the conditions for promotion having been met, one should be promoted in keeping with his place on the Seniority List. In this respect we are not questioning the promotion of men to the second division, provided the 25 per cent. of appointments from any grade of the subordinates below D. S. is adhered to, though even here promotions have not been made consistent with the claims of those superseded. Our objection is that there is a tendency to abuse the exercise of special powers as affecting all promotions and we think, therefore, that there are substantial grounds for a respectful protest. Our claim is that except in cases of glaring incompetence, supersessions should not be countenanced.

## CLERICAL ESTABLISHMENT.

The handling of the revision as affecting this branch of the service has been such as to occasion great discontent. It is understood that only one-half, or a little more of the 400 appointments in class II, have been filled up to time as against the 400 appointments notified by Government on the Committee's recommendations. We desire also to respectfully state that the revision of this branch as a whole is highly unsatisfactory and that Government should be approached to reconsider their case by the appointment of a special Committee of Inquiry.

Why this branch of the service have been denied their increments in keeping with actual service rendered it is difficult to understand, more so, as it has been conceded to other departments, as well as to other branches of the service. It is advanced as a reason for withholding the filling up of the number of appointments recommended by the Committee and sanctioned by Government, that the men would receive an abnormal jump in pay which will be felt as an injustice to those of long service. Such a contention, we beg to submit with due respect, is not crediting the Committee with much intelligence.. A reference to paragraph 20, sub-clause 3, page 10, of their report will clearly show that the Committee in making their recommendations were fully aware of this fact as they have taken the pains to discriminate between the 531 appointments on a time-scale of pay and the 461 appointments on a fixed pay of Rs. 30, 40 and 50, knowing full well that in the re-grading of the total number of appointments into 2 classes, a large number of men must necessarily receive an immediate great rise in pay. It is not at all likely that the Committee would have overlooked their sense of responsibility to the Government in making such a recommendation, but it goes without saying that they knew exactly what they were recommending, and that they worded their recommendation in such a manner as to guard against any distortion of their real intention such as is now being applied. And further, the Telegraph Committee took pains to make their recommendation clear by further illustrating what they really intended, as set out under paragraph 20, sub-clause 5. An explanation which the Government of India thoroughly understood as indicated by their own example in paragraph 2, clause 4. Not only so, but in respect of the special appointments it will be seen that the provision recommended by the Committee under class I while securing benefits to the four special appointments and the 13 appointments, leave the 11 previous appointments exactly in the position in which they were prior to the revision. It seems to be overlooked in this connection that, whereas prior to the last revision 531 clerks had already been placed on a time-scale of pay of Rs. 30—5—130, this number has been diminished by 131 appointments, which suffer a reduction of Rs. 45 and Rs. 50, respectively in the max pay according as it affects Mofussil or Presidency offices and that as a result of differentiating between Mofussil and Presidency offices, a large number of the previously sanctioned time-scale appointments operating in the Mofussil must go to the Presidency offices, which explains the situation complained of by which a number of clerks in Presidency offices will receive an abnormally big rise in pay. Whatever the situation may be, what we are chiefly and solely concerned with is that the Committee made a specific recommendation which was accepted by Government and that a notification, issued after the fullest consideration of the scheme both by the Committee and the Government, should be respected.

If it transpires that by giving these men the full benefit of the Committee's recommendations, it opens the way for complaint by men of longer years of service, then the correct thing would be to provide for the longer service proportionate to the increases coming to those of lesser years of service which can best be done by placing them on a scale of pay in keeping with their actual number of years of service. It does not, however, justify the attitude now taken up by Government which is virtually turning its back upon a definitely worded notification made on a definitely recommended scheme. We claim that the 400 appointments in class II should be immediately filled.

## ABOLITION OF LOCAL SERVICE.

Regarding the figures you asked for on Tuesday, the 18th January, I explain as under :—

The demand by the Association was for absorption in the General Service *en bloc* which was met by the provision of a " Station " Service as a substitution

for the Circle or Local Service, at the same time providing for the enlargement of the General Service to the extent of $\frac{4}{5}$ th of the actual strength of the operating staff which the Committee fixed at 3,678 *vide* paragraph 15 (*a*). (*b*) (*c*) (*d*) of the Report, bringing the strength of the General Service up to 2,913.

The present strength of this service being 1,925, the difference to be made up is 2,913—1,925 or 1,018, leaving 1,249—1,018 or 231 Circle Service who may choose as between remaining in the Circle Service, or electing for the Town Service; such as do not so elect will comprise the *residue* referred to in paragraph 11 of the Report and who are to await *gradual* absorption as explained in paragraph 8 of the Report making for the ultimate disappearance of the Circle Service. It is on this reasoning we claim the fulfilment of the recommendation accepted by Government and duly notified. Further we desire to point out that the Committee allowed for only $\frac{1}{5}$ th of the total operating staff to make up a Town Service. One-fifth of 3,678 would be 735, whereas the Committee's figures which are purely approximate as affecting the Presidency offices, appear to be literally applied by which 700 *plus* the 150 sprinkling of such service making it up to 850 is aimed for which would be 115 more than the $\frac{1}{5}$th provided for. We beg to state that the $\frac{1}{5}$th should be met from the residue Circle Service of 231 men *plus* the 129 women workers making a total of 360, leaving 375 to be recruited. Our chief contention is that the Committee definitely upheld the abolition of the Circle Service and that their recommendation based on the reasoning set in paragraph 11 of the Report, clearly implies the immediate enlargement of the General Service to the extent mentioned in paragraph 2 above.

Fully nine months have passed since the Government Notification and no absorption has so far taken place; not only so, but judging from what transpired at our interview, it would appear that Government has no intention of respecting its Notification.

We beg to represent that we expect Government to treat its pledge in this respect as sacredly as we treat ours of loyalty and co-operation. If, however, Government claims it as a privilege to disregard its definite pledges, the same privilege should extend to the workers.

We beg you may be pleased to urge on Government the need that exists for speedily giving effect to the absorption recommended by the Committee. This claim is subject to any obligation imposed on Government in respect of recruitment from certain schools.

## PRESIDENCY ALLOWANCES.

These allowances are drawn by officers of the 2nd division and D. S.s of the Engineering and Technical branches in the Presidency Offices. As a result of the Telegraph Committee's recommendations, such officers have been included in the grant for increased house rent allowance. The Government notification dealing with these allowances providing for them in such a manner that the benefit of the increased house rent allowance should be enjoyed by them in addition to the Presidency allowance hitherto drawn. The Deputy Accountant General, however, in applying the Government notification, has ruled that the combined Presidency and house rent allowances should not exceed Rs. 70 which is the amount they received prior to the revision made up by Rs. 50 Presidency *plus* Rs. 20 house rent. If it was the intention of the Committee or of Government that the combined allowances should be limited to Rs. 70, the notification would clearly have said so, but there appears no reason to question the intention of the notification which secures to such officers the Presidency allowance, as previously drawn *plus* the increased house rent allowance now extended to this class of officers. The only restriction based upon the allowance is that it ceases to be drawn when officers now in receipt of such allowance are transferred. We claim that there is no justification for curtailing the house rent to the extent directed by the Deputy Accountant General, Posts and Telegraphs. In this connection we would mention that as the result of a memorial submitted to Government praying that the Presidency allowance be extended to D. S.s Traffic, employed in the Presidency offices, it was intimated that Government had under consideration the equalisation of the allowances as affecting these respective branches. Reading this reply with

the memorial, it could only have meant to convey that the equalisation of the allowance of officers of the Traffic branch with that of the Engineering and Technical branches was under consideration, whereas the action of Government has resulted not in equalisation but deprivation of an allowance, the grant of which at all must have been based on very good grounds, and unless it can be shown that these grounds no longer exist, we claim that the Presidency allowance should continue to be drawn by the officers hitherto entitled to it and that it be also extended to officers of equal rank in the Traffic branch.

## HOUSE RENT ALLOWANCE AS AFFECTING THOSE NOW IN RECEIPT OF SUCH.

If we turn to the Committee's arguments in respect of the grant of quarters and house rent allowance, we must in fairness view it from the standpoint that as far as the General Service and Circle Service are concerned, the conditions of service are practically identical, or that the difference is so little that it might well be ignored. This at least was the view taken by the Committee as set out in paragraph 6 of their Report and which they urged as sufficiently strong in support of the claim by the Association and the staff that the Local Service should be abolished, practically admitting that the Circle Service is in reality a General Service, an admission which alone entitles all Circle Service men to the house rent allowance.

We would go further and say that, even had not the Committee provided so strong an argument in favour of Circle Service men, the distinction at all as between two classes of men performing indentical duties and labouring under the same disabilities, is so painfully invidious that it ought never to have been countenanced. It is all the more surprising, therefore, that a Committee which considered its arguments strong enough to justify the abolition of the Local Service, should have omitted to make suitable provision for such men in respect of the grant of house rent allowance.

It cannot for a moment be allowed that the comments set out in paragraph 22 of their Report, justify the attitude that while General Service men are to be protected against the appalling conditions so forcefully drawn attention to, those in the Circle Service should have no protection as against similar hardships and discomforts, and we feel that in this paragraph of their Report the Committee have submitted as good a case for the Circle Service men as for those in the General Service so far as their respective claims to house rent allowance go. In fact, the question of house rent allowance is one that should be considered as affecting every class of employee in the service and we would respectfully urge upon Government a reconsideration of this question as affecting those not referred to in this communication. May we in this respect draw your attention to paragraph 19 of the Association Memorandum to the Telegraph Committee ?

## BAUDOT EXAMINATION.

We have been asked by the staff to respectfully lodge a strong protest against the order by which Baudot supervisors are to be re-examined. We would point out that these men have qualified in keeping with the conditions required of them for appointment as Baudot supervisors, that since their appointment they have been in constant touch with, and supervision of, Baudot apparatus and, that no question has been raised as to their efficiency. Apart from this, their qualifications as Baudot supervisors render them eligible for promotion to the rank of T. M.s in the same manner as telegraphists passing the T. M.'s examination. It was never the intention of the Department to harass the staff with examinations and we might respectfully point out that it is not the intention of the staff to submit to them, unless substantial reasons are advanced for enforcing them. We claim that the conditions for appointment to the post of Baudot supervisor having been fully met, a re-examination is not justified.

It is noticed that the tendency of the Department is to inflict men with examinations on the least pretext and that, if this innovation is not challenged in time, it is possible that it might be extended to all branches of the service, which would make for general discontent. We feel that in this connection we must raise a respectful protest against the substituted conditions for promotion to the grade of

S. T., Traffic, 2nd Division. The previous system of promotion after a course of training in administrative duties answered well, as is proved by those who have been permanently promoted to this grade ; besides, it raises an anomaly from the standpoint that whereas an officer may steadily receive his promotion up to the grade of D. S., Traffic, class I and be promoted to the 2nd division superior without passing any examination other than the one qualifying them for a T. M., another is debarred promotion to this grade unless he fulfils the newly imposed examination conditions. We hold that an officer doing the course of his training in a circle learns all that he needs to know to make him an efficient 2nd division officer and that the imposition of an examination is uncalled for. Without desiring to draw odious comparisons, it would be only fair to claim that if the subordinate ranks are to be inflicted with these examinations, the same treatment should be meted out to officers of the Superior Service. In this connection it might be mentioned that the unofficial members of the recent Telegraph Committee were surprised to learn that, whereas examination conditions were enforced on the subordinate staff of the Department, superior officers were exempted and were very strongly opposed to the system of frequent examinations. May we not respectfully ask that the matter be very seriously considered ?

## METHOD OF TRANSFER OF LOCAL SERVICE MEN TO GENERAL SERVICE.

You are already aware that the Association has made several representations to you regarding the complaints against what is felt to be an injustice by certain men as touching the question of absorption of Local Scale into the General Service.

Mr. Clarke upheld the view that a line of strict seniority should as far as possible be followed consistent with the qualifications required of those so absorbed. It transpires, however, from the recommendation lists that in certain offices lads of one year's service and up to ten years are being given preference to those of 20 years' service and over. It is argued against senior men that they cannot pass the signalling test. Surely it is an obvious injustice to require a man of a 20 or more years' service to compete with those of a few years' service only. Qualified men, we take it, would not strictly imply those who can pass a test but rather those who can cope with the average speed of a circuit and give correct results ; then, too, a man's long service should count for something. There are special cases where men have been detached from operating duties for years and given duties most convenient to office requirements. The testing branch is one such instance, and the qualification one possesses in this respect should weigh in his favour as he meets the needs of the office in this respect to the same extent as an operator does in another. They are both useful from the respective standpoints. The same argument applies to senior men diverted to Desk and other non-operative duties and who are in receipt of allowance for same. May not such be treated as special cases and given their transfer to the General Service ? May I not ask you to call for such cases and treat them with the consideration they deserve ? I shall feel deeply indebted if you will. Once the number of extra appointments in the General Service is filled, the gradual absorption to follow will mean many years, so that any wrong inflicted will be practically irremediable. The senior men have some claim on the Department.

You will remember that in discussing with you this question of transfer of Local Scale men to General Scale we were very reluctantly compelled, even though with your consent, to point out that from evidence in our possession some telegraphists had been able to obtain a better position in the recommendation list than others by paying an agent as intermediary, thereby making it possible for as many men who cared to meet the agent's demands, to secure any place they desired in the recommendation list consistent with the amount of money they were willing to pay. In mentioning this fact—for a fact it must be as disclosed in the letter which was read to you—it is not our intention to cast the least reflection on the head of the office responsible for preparing the recommendation list, but we do think that an explanation from somebody is necessary as to how certain telegraphists of very junior service have found a much higher place in the list than very senior men, who are qualified

to the extent required for transfer to the General Service. We feel that as an Association, having a sacred obligation to meet, we have a duty to perform to those men who have suffered as a result of the malpractices to which your attention had been drawn, and that something should be done to protect the claim of men fit for transfer to the General Service, as against the machinations of those who are willing to buy their advancement. We are convinced that the question is one for you, as the head of the Department, to go into in such a manner as will render it impossible for a repetition of such happenings.

## DELIVERY PEONS AND KUTNEE ALLOWANCE.

What is felt to be a substantial grievance as affecting these men is that, while they are legitimately delivery peons only, their services are, at the discretion of the office Superintendent, transferred temporarily to the signal office to meet any short-handedness occasioned by the absence of instrument room peons. Apart from their utilisation in this respect which, we beg to submit, cannot be viewed as strictly legal, they are subjected to the loss of subsistence allowance while so employed, although this is a permanent allowance by virtue of their legitimate appointment as delivery peons. The substitution of what is called a Kutnee allowance for the subsistence allowance does not adequately compensate for this loss, and if the method applied is based on the reasoning that the drawing of two allowances is inadmissible, it seems only fair to ask that, as their diversion to the instrument room is in the interests of the service, a special ruling should be provided by which on such occasions they may draw both the allowances, or that Kutnee be raised to Re. 1-2-0 a day.

## *RE* SUPERIOR 2ND DIVISION INCREMENTS.

The Accountant General has objected to officers of this branch drawing their increments on the dates on which they ordinarily became due prior to the revision, requiring that they complete a full year from date of the recent revision before earning their next increments. This was not the stipulation under the first revision which provided that increments were to be drawn from the dates on which increments on the existing scale would have accrued had they continued in force. It is clear that the same construction applies to the present revision. There appears no justification for the view taken by the D. A. G. that these officers are filling a new appointment. It is the same appointment under revision.

## HOUSE RENT ALLOWANCE AS AFFECTING TELEGRAPH MASTERS AND DEPUTY SUPERINTENDENTS WHEN ON LEAVE.

The existing arrangement by which these officers have to exchange allowances with those who officiate for them, results in the hardship that a family man has to take the allowance of a bachelor. The intention of the house rent allowance is to afford relief for a specific purpose which is to make larger provision for a married man. The mere fact of a bachelor or married telegraphist officiating for a married Telegraph Master does not alter their respective positions. Besides, house rent allowance is granted not for work done but for a specific relief. It is claimed, therefore, that there should be no curtailment of this allowance when on leave, whether privilege or sick leave.

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The above as a letter was forwarded to the Director-General as appertaining to the subjects which were discussed on the 18th January at a meeting of the Central Committee with the Director General at Calcutta.

CIRCULAR No. 1.

(Sd.) H. BARTON.

*Calcutta, dated 3rd February 1921.*

ANNEXURE IV.

To

The HON'BLE MR. HENRY NORTON HUTCHINSON, O.B.E., I.C.S.,

*Director General of Posts and Telegraphs.*

SIR,

We, the delegates of the 2nd Division in the Traffic, Engineering and Technical branches, beg to thank you most heartily for very kindly arranging to receive this deputation and giving us thereby an opportunity of expressing our views on the inadequacy of the recent revision of salary and allowances granted to us and putting forward our just claims to what we consider a reasonable scheme.

2. It needs no argument to convince you that the immediate increase, the maximum salary and the date of giving effect to the scheme are all an injustice in view of the fact that, whereas the initial salary of the 1st class Deputy Superintendents was raised by Rs. 100, that of the 2nd Division was raised by Rs. 50 only, and whereas the Deputy Superintendents' new scale was sanctioned from the 1st December 1919, although they received an increase in March 1919, that of the 2nd Division came into force from the 25th September 1920.

3. We submit that when it was promised that our case was under consideration of the Government of India we fully expected that the 1st Division appointments in the Superior Traffic would be immediately thrown open to us, which is the only reason why the Association in its memorandum to the Telegraph Committee made such moderate demands for the 2nd Division.

4. We submit that the salary of Rs. 350 to 700 is quite unsuitable for officers of the 2nd Division in view of the enormous rise in the cost of living, the status of the officers affected, and the fact that Rs. 700 for this Division was a figure recommended only on a pre-war basis by Sir Charles Stewart-Wilson in 1912.

5. We submit that if officers who rose from the subordinate grades in other departments such as the Postal and Public Works Department are entrusted with high administrative charges, there is no justification for denying the officers of this Department the same right specially as competent men are available to fill them.

6. It is with regret that we notice that after more than 50 years, and then only after a certain amount of pressure had been brought to bear upon Government and the Department by forceful representation and agitation, the claims of the subordinates to share in the highest appointments were entertained, such claims first given effect to under the amalgamation reforms in a manner which clearly indicated not only that the prospects of the grade created as a 2nd Division were beyond attainment but that any advancement beyond this was hopeless for many years to come. In fact we feel justified in thinking that the 2nd Division was a block-out creation as affecting the advancement of our men to the 1st Division. Not only so but that the prospects of this Branch were no better than those of the ordinary Traffic Branch.

7. If Government had dealt fairly with our men, the amalgamation reforms should have provided for a much higher scale of pay for the 2nd Division in view of the fact that the 12 appointments reserved for the subordinates in the 1st Division could only come to them after the large surplus of Engineering officers now filling purely traffic posts died out, but this surplus has so long stood in the way and threatens to block advancement to an extent that reduces the amalgamation provision to a farce. Many of those who entered the 2nd Division in 1914 had to retire before attaining Rs. 500 while only a microscopic few attained Rs. 600, giving them no pension benefits on the pay drawn.

These facts will be borne out from the annexure.

8. As the time at our disposal has been very limited indeed, we beg to attach a memorandum of our demands on which we invite full discussion and request sympathetic consideration.

We beg to remain,

Sir,

Your most obedient servants.

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*Summary of demands.*

1. The immediate opening of 12 appointments in the 1st Division of the Superior Traffic on Rs. 900—50—1,400, four of which should be given to officers in the 2nd Division of the Engineering and Technical branches pending the opening of 10 similar appointments in the Engineering and four in the Technical branch at an early date.

2. Increase of salary with retrospective benefits from 1st December 1919 to all 2nd Division officers at Rs. 500—35—850.

3. Increase in the number of 2nd Division appointments in the Engineering branch from 12 to 18, and in the Technical branch from 3 to 8.

4. Revision of house rent allowances on the following basis :—Rs. 100 for all Presidency offices and Rs. 75 for all other stations.

5. Restoration of locality allowances to the Engineering and Technical branches and extension of the same to the Traffic branch.

The following officers retired and were drawing the pay noted against their names on retirement :—

| Names of officers. | Rs. | |
|---|---|---|
| Mayne | under 500 | |
| O'Doherty | under 400 | |
| Thurley | 560 | |
| Platel | 540 | |
| Rowe | 600 | |
| R. G. Walker | 600 | on leave prior to retirement. |
| Burns | 500 | |
| Ashe | 520 | |
| Baxter | 600 | still in service. |
| E. Pope | 580 | |
| Carr | 560 | |
| J. P. O'Brien | 440 | |
| A. J. Williams | 520 | |
| Leslie | 500 | |
| J. D. Bunyan | 600 | |

Owing to the blocking of the appointments in the 1st Division by Engineering officers, the oldest of whom is not due to retire before nine years, the existing officers in the 2nd Division as well as several others to be promoted (to the 2nd Division from the Deputy Superintendent's grade) in the future will never receive or hold a substantive appointment in the 1st Division.

## ANNEXURE A.

*Note by the President regarding Resolution No. II.*

With reference to the majority resolution regarding the grant of the duty allowance of Rs. 40 to the Indian inspecting telegraphists also, I place this note on record as explaining their point of view.

Whatever the origin of the allowance, it is now agreed that it should be treated as a duty allowance only. The minority laid stress on the fact that these men, though they perform the same duties as the inspecting telegraphists, are men recruited differently in that they have neither passed the required examination nor had the technical training as telegraphists which the inspecting telegraphists have had. That difference in the method of recruitment is already taken note of in the distinction in the pay and prospects of the two classes of recruits.

When a duty allowance is given, this question how a certain person is recruited to that duty cannot be taken into account. When he is put in charge of a duty he is considered fit enough to perform it and in fact it is admitted these people relieve the inspecting telegraphists. Years ago when these people were recruited to this service it appears they were recruited only for less responsible and less onerous posts but on account of the exigencies of the service and probably also on account of the sat sfaction they gave, they were long ago recognised as liable for equally responsible posts. Further they have already been doing the duties in these more responsible posts for years together.

When this was pointed out, the minority suggested the proper course is to revert them to the less responsible posts and not give them the allowance. This is not in our opinion a fair proposal. The Government when they were short of men put them in charge of responsible duties which they had been performing for years and when they are faced with the question of inequality of treatment between two classes of persons (and the persons who point it out unfortunately happen to be Indians), it will not be right to say to them "Very well, go back to your less responsible posts." It was admitted this course would lessen the facilities for qualifying for the inspecting telegraphists grade by passing the examination, to which chance they are admitted to be entitled.

Moreover, the majority are strengthened in their view by the fact that this portion of the service is bound to disappear soon and that this is not going to be a recurring charge for all time and further if new men are put in their place by reverting them as was proposed by the minority, some allowance will have to be paid in any event to the recruits. There will really be not much saving to Government.

Moreover, such a suggestion at this stage will come with ill grace from the Government who have exacted work from them all these years. It was also stated that some of them do the duties badly. The answer to that is there must be some of the other class of recruits who do their work badly while admittedly there are some in this class who do their duties equally well—*vide* page 134 of the Postal Committee's Report.

Such personal considerations cannot, however, be taken into account in dealing with a general question of this sort. And if it is urged their pay was revised and raised recently, so also was the pay of the inspecting telegraphists raised and revised. Again if it should be stated there is no question of compensation for loss in their case, so also there are some in the other class who would stand on the same footing. Similarly on the question of the passing of examinations. The examination which these people are required to pass to be admitted to the inspecting telegraphists' grade is the same which these latter have to undergo for passing the efficiency bar in that grade. Those people get the allowance even before they pass that examination. It also appears these Indian inspecting telegraphists had to undergo some sort of technical examination before being admitted into that service.

T. RANGACHARIAR.

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## ANNEXURE B.

*Notes by Colonel Gidney and Mr. Barton.*

Note 1. *Re* paragraph (*f*) XVII.

It seems but bare justice that all operators should be treated the same in respect of the number of years to be put in for maximum pay. That some should be able to reach it in 18 and some in 19 years, while others attain it in 20 and 21 years is obviously unfair. It is not desired to interfere with those who have derived the benefit of the double increment under the reorganisation of 1908, but as the double increment has now been abolished, it seems reasonable to ask that pay should be regulated in keeping with actual service as affecting those who were ineligible for the double increment merely because they had more than five years' service though subjected

to the same efficiency test. This would in a large measure remove the grievance which has existed since 1908.

Note 2 (*o*) XXVI.

The same procedure should be applied in the case of supersessions.

*House accommodation.*—The Committee's recommendation is identical with that of the previous Telegraph Committee. But recommendations alone will not meet the situation the gravity of which has been fully set out in paragraph 25 of the last Telegraph Committee's Report, which, together with this Committee's reiteration, unless given speedy effect to, must lead to a recrudescence of the trouble which was, and is still, the underlying cause of discontent. The increase in house rent allowance leaves the staff no better off than they were before. It only goes towards the increased rent for the same squalid habitations which have to be endured as the rent of houses in decent localities is prohibitive. All the presidency and large towns are peculiarly affected, chiefly Bombay, for which reason quarters for the staff at these places should be expedited. Meanwhile a " special relief allowance " towards house rent to the extent of 30 per cent. on salary, subject to the maximum of Rs. 75 in addition to house rent allowance should be sanctioned for Bombay, and for Calcutta, which though not so badly affected is confronted with practically the same disability, 25 per cent. subject to a maximum of Rs. 50 might be considered in addition to salary.

Note 3, 21, VI.

The views pronounced by the first Telegaph Committee in paragraph 6 of their report virtually stamped out the Local Service and with the reasons which precluded these from house rent allowance were entirely removed so that their claims should be considered apart from the 1913 conditions as affecting the grant of house rent allowance. They are still subject to transfer extending to a whole province, after reaching 1,000 miles and the reasons which actuated the abolition of the Local Service still remain in full strength. Like General Service men they too need to live as near as possible to the office for the efficiency of the service. It seems fair to plead that they be conceded house rent allowance.

Note 4, Local Sec. and house rent.

*The Station Service.*—It is highly essential that the proportion of 1-5th of the entire service should be laid down as the permanent strength of the service if it cannot be at once abolished. Past experience as touching the old Local Service men should be our guide. They clamoured for its abolition because the pay and prospects were poor, although they submitted to the conditions then in force, while the denial of house rent allowance was felt to be a great hardship. Station Service men will imitate them although they too accept the conditions at present. Already some of them are dissatisfied, seeing the difficulties ahead. The contention of the first Committee was " good pay for a good class of recruits " the Station Service prospects can only make for a cheap minimum of efficiency. It should be remembered that the claim by the Association and the staff was for the *entire abolition* of the Local Service but the Committee met this to the extent of retaining 4-5ths of the cadre as a General Service and creating a Station Service from the remaining 1-5th. The object of the Association was therefore attained to the extent that 4-5ths General Service was a better provision than previously existed. Personally, I conscientiously believed that the intention of the Committee's recommendation was to maintain a permanent 4-5ths and 1-5th proportion of the respective services, which fits in with the recommendation of the Committee to abolish the Local Service as arising out of the demand by the Association to have only a General Service. If this view is not accepted then the recommendation would resolve itself into a deception to which I would never have lent myself. A deception which would be rendered all the more glaring under the present construction placed upon the Station Service as affecting its proportion. Apart from this the present interpretation would justify continued recruitment to the General Service to the ultimate abolition of the Station Service which would be opposed to the Committee's express provision for a permanent Station Service.

Note 5, XXXVII.

These comprise what are known as non-departmental hands and postal signallers on deputation. The evidence before the last Committee against the employment of these men was so telling that it was the feeling they should be swept out as quickly as possible. Similarly the deputation that waited on Sir George Barnes, Commerce Member, were distinctly told that these men " are not wanted." The reason advanced by the department for the employment of these men in respect of " insufficient outturn of work " is not tenable, while in the absence of statistics as affecting " temporary emergencies " the department evidence remains an uncertainty. The figures supplied by the department show an overstaff of 45 men against which 450 or so extra hands are employed. Unless the departmental evidence is supported by actual figures the only conclusion is that the department is working under-strength by which the men are deprived of 4-5ths of 450 or 360 extra appointments in the General Service. This question needs full investigation. We are not satisfied as matters stand.

Note 6, XXXVII *re* 400 outsiders.

*Clerks in Burma.*—These men previously drew a pay on a somewhat higher scale than those in India to compensate them for the higher cost of living. After the revision, however, they were placed on a dead level with clerks in India, and are denied the Burma allowance which is drawn by the signalling establishment. The difference in pay should either be maintained as previously or the Burma allowance extended to them.

Note 7, 29 and 27.

*The 27th June 1921.*

H. GIDNEY, *Member, Telegraph Committee.*

H. BARTON, *Member, Telegraph Committee.*

## ANNEXURE C.

MARRIED TL—T BEDDOE. (PAY INCLUDING HOUSE RENT ALLOWANCE 145.)

| | Rs. | A. | P. |
|---|---|---|---|
| House rent | 30 | 0 | 0 |
| Messing | 80 | 0 | 0 |
| Current | 2 | 0 | 0 |
| Bearer | 10 | 0 | 0 |
| Dhoby | 8 | 0 | 0 |
| Sweeper | 3 | 0 | 0 |
| Bhisti | 2 | 0 | 0 |
| Coffee shop | 5 | 0 | 0 |
| | 140 | 0 | 0 |

RAMDASS.

| | Rs. | A. | P. | |
|---|---|---|---|---|
| Messing | 40 | 0 | 0 | |
| Bearer | 6 | 0 | 0 | (Four men sharing one bearer |
| Dhoby | 4 | 0 | 0 | Rs. 24.) |
| Sweeper | 1 | 8 | 0 | |
| Bhisti | 0 | 8 | 0 | |
| Lighting | 1 | 4 | 0 | |
| Coffee shop | 5 | 0 | 0 | |
| Smokes | 10 | 0 | 0 | |
| Miscellaneous—soap, polish, etc. | 5 | 0 | 0 | |
| Baths and barber | 2 | 12 | 0 | |
| | 76 | 0 | 0 | |

Filed by Mr. Brookes.

## ANNEXURE D.

Copy forwarded to the President of the Telegraph Enquiry Committee at the request of the author.

A. J. COOKE,

*8th June 1921.* *Assistant Secretary, I.T.A.*

To

THE GENERAL SECRETARY,

INDIAN TELEGRAPH ASSOCIATION,

*Simla.*

The Director General has invited us to submit proposals for a reduction in the hours of duty, without an increase of staff, and I venture the following solution, with the request that you will place it before the June Committee for discussion.

In doing so, I must impress upon you and the department the great importance the staff lay on this question. The present hours of duty are exacting in the extreme and are in no small measure responsible for the large number of mutilations. In support of this statement I may mention that the Eastern Extension Cable Telegraph Company, who always had a six-hour shift, temporarily adopted an eight-hour shift during the war, but were only too glad to get back to a six-hour shift as soon as possible, though they paid their staff overtime for the two extra hours performed. Our present duties are particularly exhausting in the larger offices, because work is more arduous and continuous in these offices, and because men in Presidency

offices have perforce to live far from their work and therefore, spend at least two hours a day in crowded trams or trains in transit to and from their work. The Presidency and larger offices are therefore entitled to prior relief, and I suggest my scheme being first tried experimentally in them, and then extended to the smaller offices if they are able to adopt the lesser hours without an increase of staff.

My proposals are :—

(1) A reduction in the hours of duty in the smaller departmental offices is not urgently called for, but day or eight hour duties should terminate at 18 hours, and evening or seven hour duties at 20 hours, in these, and in all other offices.

(2) Duties in offices which are open night and day, or from 6 to 24, should be reduced as follows :—

(*a*) Day duty should be of .. .. .. .. .. 7 hours' duration.
(*b*) Evening duty should be of .. .. .. .. 6 hours' duration.
(*c*) Night duty should be of .. .. .. .. .. 6 hours' duration.

This narrows down the question to the Presidency, and larger offices only, and in them takes one hour off each day and evening duty. As two day duties, two evening duties, and one night duty, are in a cycle of five weeks, it means only a reduction of about 10 per cent. in a man's hours of work extended over a period of five weeks. This can very well be accomplished without any additional staff by better utilizing the present overlaps, and by introducing a proviso that every man should do not less than 150 messages per term of duty, or show good cause to the contrary. At present the staff is provided on the basis of 150 messages per man per day but it is not incumbent on each man to do it, and, as a result of my experience as a Telegraph Master in the Madras and Bombay offices, I have no hesitation in saying that most men do less than 100 messages per day when *not scoring*. It may be contended that the Telegraph Masters are there to see that each man does it, but in practice we all know that it is impossible for a Telegraph Master, in addition to all the multifarious duties now imposed on him, to see that every man does his 150 messages per day. A man not inclined to work (and this is too often the case when he is not scoring) has several excuses, such as" mid stations working," " mid stations wrangling," " no answer such a station," etc., etc., and on main lines, he always contrives to kill time by calling in the repeater stations, taking balance, complaining of irregular signals, etc.

In proof of this, I may point out that a " scoring " man hardly calls in a repeater station, or takes balance, and, if for any reason his line is shut down and he is allowed to score on an omnibus or other non-scoring circuit, one hardly hears any complaint from him.

I advance these arguments to plead for a rule, making it incumbent on every man doing his 150 messages per day, as a condition of his earning his pay. We cannot go on for ever demanding extra pay, and lesser hours of work, without on our part, seeing that every man does his fair share of work. The entire pie-money earnings of an office at present represent so much less work done by non-scoring men.

I will illustrate my case with an example. An office is staffed with, say, 240 men on the basis of 150 messages per man per day. Sixty men score daily, and their total earnings are, say, Rs. 150 per day. This means that these 60 men do 150 messages each : $150 \times 48$ messages or 7,200, or in other words that the 180 non-scoring men together do 7,200 messages per day less than their legitimate share. This is what I am anxious to put a stop to and it can only be done by insisting on all men maintaining a personal in slip on which they keep a record of every message disposed of by them. We will then soon be able to lay hands on the drones of the service, who just now are far too many. Any man found doing less than 150 messages too frequently can be placed under observation and suitably punished if no improvement is shown. Very senior or cramped men may be utilized on non-operative duties.

It may be argued that this will entail extra supervision or clerical labour. The reverse will be the case. In Presidency offices most of the lines are pie-money circuits, and a personal record will be required only on the omnibus and concentrator circuits and the few main Morse circuits opened on additional outlets. This is where our greatest waste of operative staff occurs at present, and, if men of these circuits are required to dispose of 150 messages per duty, a decided improvement in the outturn in these circuits will at once be perceived.

On concentrator circuits a man cannot plead paucity of traffic, because fresh lines are switched on to him as soon as he is clear.

On omnibus circuits the plea of n-a distant station, mid stations wkg, etc., may be obviated by placing a man in charge of two or three circuits, with instructions to work one circuit, should mid stations be working or there be no answer on the other.

On main morse circuits opened as auxiliaries to Baudot, such as between Bombay and Madras, Bombay and Calcutta, Bombay and Karachi, the men will soon learn to work up if they know that it is incumbent on them to do at least 150 messages per duty, or show good cause to the contrary. Our men are comparatively well paid at present. An operator's salary ranges

from Rs. 80 to Rs. 250 according to his service and unless we see to it that he does at least 150 messages per duty, the time will soon arrive, when our working costs will exceed our income, and we cease to become self-supporting.

Our Association will considerably enhance its reputation with the department and the public if it insists on the department making it incumbent on each of its operative staff to dispose of at least 150 messages per day as a condition of his earning a day's pay.

If the broad principles I lay down are accepted, it will be an easy matter to arrange a duty chart for any office on the basis of 25 messages per man per hour, instead of 18 messages as at present.

The duties will be as hereunder :—

| *Day.* | *Evening.* | *Night.* | *Night.* |
|---|---|---|---|
| 6 to 13 | 13 to 19 | 19 to 1 | 1 to 7 |
| 7 to 14 | 14 to 20 | | |
| 8 to 15 | 15 to 21 | | |
| 9 to 16 | 16 to 22 | | |
| 10 to 17 | | | |

In conclusion, I must say that I have made very sweeping allegations against men, when they are not scoring. I fear I shall raise a storm of protest over this, but I would ask the Director General and the Association through its various branches, to make enquiries about this, and find out whether or not it is a generally accepted belief that men when not scoring, seldom do a fair day's work. Our men are not alone in this. All over the world we find decreased output following increased pay and shorter hours of work, and if we follow the trend of labour disputes in England just now, we find the employers anxious to impose some minimum standard of output, before conceding any demand for more wages or shorter hours of work. I merely advocate the same.

For Telegraph Masters, I suggest a uniform 6 hours' duty in all Presidency and large offices and append the following distribution for the Calicut and Madras offices.

Calicut Office 4 Telegraph Masters' working hours 6 to 24—

| | | |
|---|---|---|
| 6 to 12 | 1 | |
| 12 to 18 | 1 | |
| 10 to 16 | 1 | |
| 18 to 00 | 1 | |
| Total | 4 | |

Madras Office. 28 Telegraph Masters.

| | | |
|---|---|---|
| 7 to 13 | 7 | |
| 13 to 19 | 7 | |
| 15 to 21 | 2 | Rotating duties. |
| 16 to 22 | 2 | |
| 19 to 1 | 3<br>1 | Telegraph Masters.<br>Deputy Superintendent. |
| 1 to 7 | 2 | Telegraph Masters. |
| Desk .. .. 10 to 17 | 1 | |
| Counter .. .. 10 to 17 | 1 | |
| Testg. .. .. 1 | 1 | Permanent duties. |
| Pressure .. .. 17 to 14 / 14 to 25 | 2 | |
| Total | 28 | |

The average size of a section in the Madras and Bombay offices is at present 5 circuits (maximum 10 men) and each section may be increased if necessary by one circuit, provided the Telegraph Masters are relieved of much of the clerical and routine work at present imposed on them, and allowed a peon boy or clerk to go about with the special messages such as T. C.'s late fees, press, clear lines, etc. A Telegraph Master at present has to leave his section every few minutes carrying such messages to other sections, and cannot be expected to know what is going on in his section while he is away at the other end of the office. The provision of a boy peon or clerk to each Telegraph Master will obviate this.

I have not by me a chart of the sections of the Bombay and Calcutta offices, but some of the sections in the Bombay office are very small and can safely accommodate an additional line or two. The same conditions may obtain at Calcutta.

Loyally yours,
F. D'ROSARIO,
*Telegraph Master and*
*Member, Indian Telegraph Association, Limited.*

MADRAS,

*The 24th May 1921.*

25PWD

THE PRESIDENT,

TELEGRAPH COMMITTEE,

*Simla.*

SIR,

Regarding the letter submitted by a member of the staff on "hours of duty" which has been viewed as very clever, I shall be glad if the evidence of Mr. Mukerjee, Traffic Controller, who I understand will be in Calcutta to day, could be recorded. The writer of the letter, I might add, has suggested an impossible problem in respect of the individual outturn to be claimed from each operator in a term of duty. The whole suggestion worked out implies that any operator completing 150 messages has finished his day's work. Again, nothing was said by the officials of the Department in defence of these black-balled as to losses resulting from Technical and Engineering causes. The letter, I beg to submit, has been accepted ex-parte and as such should carry no weight or even be entertained. All circuits do not provide the facilities for a standard outturn. Following the suggestion, 6 men in a duty term are required to give 900 messages. Let us take an example :—

Of the six circuits to be worked, 3 perhaps are heavily loaded while the other 3 have varying traffic. The first three contribute an excess above 150 while the remainder contribute to the extent of traffic available.

*Result—*

| | 1 | 2 | 3 | 4 | 5 | 6 | Total. |
|---|---|---|---|---|---|---|---|
| Outturn .. | 250 | 190 | 180 | 100 | 90 | 90 | 900 |

This averages 150 per operator per term. To meet the demand by the author of the letter, 1 and 3 will need to be replaced by 4, 5 and 6 on the completion of their 150 messages, similarly in respect of other lesser worked circuits on which a whole day's traffic does not perhaps exceed 150 messages. What would be the natural result of this average demand per man ? The officers of the department know perfectly well ; our main line workers on whom we largely depend will at once slacken off because the suggestion at once threatens their pie-money earnings, and the last state will be worse than the first. The actual result will be disorganization following congestion.

What is the real position ?

Twenty operators working 20 different circuits at 150 per duty term of 8 hours means an outturn of 3,000 messages. The question arises—is this achieved, and how ?

The answer is, yes; in the following way :—

| | | | | | | | | | | | Total. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 Main circuits .. | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | |
| Outturn per duty | 350 | 300 | 280 | 250 | 200 | 200 | 190 | 180 | 150 | 130 | 2,180 |
| 2 Minor circuits .. | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | |
| Outturn per duty | 100 | 100 | 90 | 90 | 85 | 80 | 75 | 70 | 70 | 60 | 820 |
| Grand Total .. | | | | | | | | | | | 3,000 |
| = 150 per operator. | | | | | | | | | | | |

We cannot produce where there is no material. The writer's charge against those men who, though giving good results under 1 fail when placed on 2, is purely a question of supervision. The writer of the letter is himself a supervisor. His whole letter boiled down means that supervision is at a discount. To my mind, a question is one largely associated with prevailing line conditions often beyond control. It should not be difficult to discover the "drones" and "shirks" if supervision is maintained at a high standard nor should it be difficult to deal with all such. The action in such cases rests with the supervisor.

The suggestion put up is in my opinion unworkable. Not only so, but if achieved, will not meet the purpose in view, which is "reduced hours of duty". My advice is to leave well alone and improve supervision which at present is handicapped by the numerous extraneous duties imposed on supervisors.

I desire this to be submitted together with the letter in question.

Respectfully submitted.

H. BARTON.

*The 24th June 1921.*

# ANNEXURE E.

*Statement showing the rates of pay and allowances of Indian Inspecting Telegraphists.*

| Names. | Date of entry in Department. | Date of birth. | Date of appointment as I. I. T. | Total length of service as I. I. T. up to 31st March 1920. | Pay and allowances drawn under the old scale on 1st April 1920. | | | | Pay granted under the revised scale on 1st April 1920. | | Pay admissible in the revised scale if length of service is allowed to count on 1st April 1920. |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | Grade. | Rate of pay. | War allowance. | Total emoluments. | Grade. | Pay. | |
| | | | | Y. M. D. | Rs. | Rs. | Rs. | Rs. | | Rs. | Rs. |
| Madho Ram .. .. | 4th April 1890 .. | 25th Dec. 1868 .. | 3rd May 1897 .. | 22 10 28 | 100—6—130 | 112 | 6 | 118 | 55—5—120—10—180 (efficiency bar at Rs. 130 stage.) | 140 | 180 |
| Kalyan Rai .. .. | 8th July 1889 .. | 1st Jan. 1866 .. | 11th May 1901 .. | 18 10 20 | 100—6—130 | 112 | 6 | 118 | | 140 | 170 |
| Gopal Dass .. .. | 15th Nov. 1920 .. | 16th Oct. 1867 .. | 1st Aug. 1895 .. | 24 7 30 | 80—4—100 | 92 | 5 | 97 | | 110 | 180 |
| J. D. Kapur .. .. | 14th Oct. 1902 .. | 1st July 1883 .. | 14th Oct. 1902 .. | 17 5 17 | 80—4—100 | 92 | 5 | 97 | | 110 | 160 |
| Ramchandra .. .. | 24th Aug. 1893 .. | 1st Nov. 1871 .. | 23rd Oct. 1907 .. | 12 5 8 | 60—4—80 | 72 | 4 | 76 | | 90 | 115 |
| S. C. Bose .. .. | 24th Oct. 1995 .. | 16th Aug. 1873 .. | 24th Oct. 1895 .. | 24 5 7 | 80—4—100 | 100 | 5 | 105 | | 120 | 180 |
| S. C. Banerji .. .. | 12th July 1901 .. | Aug. 1879 .. | 12th July 1901 .. | 18 7 19 | 80—4—100 | 92 | 5 | 97 | | 110 | 170 |
| A. T. Chatterji .. .. | 14th Aug. 1894 .. | 1st April 1873 .. | 14th Aug. 1894 .. | 25 6 17 | 60—4—80 | 60 | 6 | 66 | | 80 | 180 |
| S. N. Bose .. .. | 1st June 1895 .. | 13th March 1873 .. | 1st June 1895 .. | 24 9 30 | 60—4—80 | 76 | 4 | 80 | | 95 | 180 |
| C. C. Chowdhuri .. .. | 1st Aug. 1907 .. | 2nd June 1887 .. | 1st Aug. 1907 .. | 12 7 30 | 60—4—80 | 80 | 4 | 84 | | 100 | 115 |
| M. Shookla .. .. | 16th Jan. 1902 .. | 24th Aug. 1883 .. | 17th July 1907 .. | 12 8 14 | 80—4—100 | 80 | 4 | 84 | | 100 | 115 |

## ANNEXURE F.

RULING.

In his letter, dated the 31st March 1920, the Director-General, Posts and Telegraphs, stated he was submitting separate proposals regarding the pay of "Civilian Telegraphists employed in Wireless stations" which he actually submitted later on. In the proceedings of the Commerce Department No. 4940, dated the 4th August 1920, the Government communicated their sanction for the revision proposals by which the emoluments of these officers were improved. The Director General's Circular No. 28, dated the 17th November 1920, gave effect to these revisions. The terms of reference to this Committee exclude "all claims for re-revision of rates of pay which were revised in 1920." Mr. Barton urges that the revision of 1920 was not in respect of their position as Wireless operators, but in a different capacity. This contention is not *correct* as will be seen from the first of the papers referred to above. The terms used are "Civilian Telegraphists employed in Wireless stations." Even otherwise, these men had their pay revised in 1920. The request is to revise that pay. Having given my best consideration a second time to this question, I am distinctly of opinion that it is not open to this Committee to undertake any enquiry in that direction. The exclusion already made will stand.

T. RANGACHARIAR, *President,*
*Telegraph Committee, 1921.*

*The 20th June 1921.*

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## ANNEXURE G.

To

THE PRESIDENT,

TELEGRAPH COMMITTEE.

SIR,

SUBJECT :—*Regarding 2nd revision—retrospective benefits.*

I am truly sorry to have to solicit a reconsideration of this question after the amount of time already devoted to it. But I feel sure you will view the matter sympathetically when you see the reason for this.

This claim was put up in the belief that the date of accrual of increment would remain unaltered. It now transpires that the granting of the retrospective benefit as from the 1st April 1920 will result in more loss than gain to the majority. This arises from the fact that all those whose increments will ordinarily fall due between the 1st April and 27th September, the date of the revision, would have to forfeit such increment, already earned, and count afresh as from the 1st April which means further extending the term for the next increment. This, I might mention, would have created the same position had the recommendation of the Commerce Department in the first instance been accepted. A fact which did not strike the Committee at the time the question was decided.

As, according to the statement of the Finance Member, Government have finally decided not to countenance any further recommendations as from 1st December 1919, the only alternative seems to recommend as a special case, as in the revision for March 1919, that the date of accrual of increment remains unaltered.

Respectfully submitted.

*The 20th June 1921.* H. BARTON.

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## ANNEXURE H.

To

THE PRESIDENT,

TELEGRAPH COMMITTEE.

SIR,

SUBJECT :—*Transfer of old Local Service men to General Service.*

*Re Resolution No. 26, Subject "O"*—I shall be glad if you could allow the following addition : In so examining the cases the Director-General, Posts and Telegraphs, may be requested to consider the claims of senior men as those also of Indians. The Committee desire to point out that the question whether a volunteer is an Indian or otherwise is not a matter which should be taken to account in considering the merits of the application for transfer to the General Service.

*Re supersessions.*—It would be well if a recommendation could be made that such cases be personally examined by the Director-General, Mr. Clark.

*The 21st June 1921.* H. BARTON.

# ANNEXURE I.

## TRAFFIC.

| Names. | Pay as in January 1919. | Pay as in October 1919. | Pay as in October 1920. | Pay as it should be. |
|---|---|---|---|---|
| | Rs. | Rs. | Rs. | Rs |
| A. H. Raikes .. .. .. | 355 | 440 | 510 | 610* |
| S. C. Walker .. .. .. | 325 | 420 | 470 | 580* |
| G. Human .. .. .. .. | 325 | 420 | 470 | 580* |
| J. Garrad .. .. .. .. | 325 | 420 | 540 | 540 |
| W. E. Hellein .. .. .. | 325 | 420 | 580 | 580 |
| P. E. Rosemeyer .. .. .. | 325 | 420 | 580 | 580 |
| W. L. Webster .. .. .. | 325 | 420 | 580 | 580 |
| S. A. Martelli .. .. .. | 325 | 400 | 540 | 540 |
| T. G. Slark .. .. .. .. | 325 | 400 | 520 | 520 |
| A. Cabral .. .. .. .. | 325 | 400 | 540 | 540 |
| P. Wallis .. .. .. .. | 265 | 340 | 470 | 470 |
| A. McGhee .. .. .. .. | 325 | 400 | 520 | 520 |
| R. Rao .. .. .. .. | 265 | 400 | 520 | 520 |

*These are the three men in the Traffic Branch who are affected by the anomaly.

The explanation is that these men were transferred to the 2nd Division prior to the revision affecting Deputy Superintendents while the others having already had the benefits of the Deputy Superintendents' revision were transferred to the 2nd Division and further participated in the revision of this Branch.

H. BARTON,—18-6-21.

## ENGINEERING.

| Names. | Pay in January 1919. | Pay in October 1919. | Pay in October 1920. | Pay as it should be. |
|---|---|---|---|---|
| | Rs. | Rs. | Rs. | Rs. |
| E. S. Clare Scott .. .. .. | 400 | 500 | 600 | 600 |
| F. Rodrigues .. .. .. | 385 | 500 | 580* | 700 |
| R. Robertson .. .. .. | 400 | 500 | 700 | 700 |
| T. P. Buckley .. .. .. | 400 | 500 | 600 | 600 |
| L. P. D'Souza .. .. .. | 385 | 500 | 700 | 700 |
| I. M. Maloney .. .. .. | 400 | 500 | 600 | 600 |
| G. C. Bulloch .. .. .. | 385 | 500 | 580 | 580 |
| J. H. Barker .. .. .. | 385 | 500 | 600 | 600 |
| *Technical Branch.* | | | | |
| R. Osborne .. .. .. .. | 310 | 400 | 470* | 520 |
| G. O'Donnelland .. .. .. | 355 | 460 | 510 | 530 |
| J. Browne .. .. .. .. | 280 | 400 | 520 | 520 |
| W. A. Xavier .. .. .. | 265 | 340 | 500 | 500 |

*The same conditions apply to these men as to the Traffic Branch.

H. BARTON.

# ANNEXURE J.

*Case for house rent allowances for those of the telegraph line establishment who do not now get either house rent allowances or free quarters.*

At present we employ

| | |
|---|---|
| Inspectors .. .. .. .. .. .. .. .. | 26 |
| Sub-Inspectors .. .. .. .. .. .. .. | 515 |
| Linemen .. .. .. .. .. .. .. .. | 2,727 |
| Total .. | 3,268 |

These men are stationed where there are telegraph offices of one or other of the following classes—

Departmental,

Combined,

Licensed Railway or Canal,

Administrative Railway or Canal.

and at

Telephone Exchanges.

At large departmental offices such as Bombay and Calcutta men get either free quarters on the premises or house rent allowances. At smaller departmental offices and at combined offices the line staff sometimes get free quarters and frequently have to find their own. At railway and canal offices the line staff are frequently provided with free quarters for which the Department pays rent to the Administration concerned at the rate of Rs. 8-8-0 per cent. per annum on the actual cost including cost of land and usual supervision and storage charges in the case of railway quarters and at the rate of Rs. 1-4-0 per mensem in the case of canal quarters. At telephone exchanges the line staff obtain or do not obtain quarters according to availability.

In the result we have—

| | Men. |
|---|---|
| Getting house rent allowance .. .. .. .. .. .. | 76 |
| Getting free quarters .. .. .. .. .. .. | 1,316 |
| Getting neither .. .. .. .. .. .. .. | 2,056 |
| Total .. | 3,268 |

The pay of this establishment is fixed; it is purely a matter of luck whether a lineman is posted to a place where he gets quarters or where he does not and the man who does not, feels he has a grievance. It may be argued that as we do not contract to supply quarters the man who does not get any has no grievance. Theoretically this may be so but in practice he has and this is natural.

The pay of these men is—

| | Rs. |
|---|---|
| Inspectors .. .. .. .. .. .. .. .. | 100—5—120 |
| Sub-Inspectors .. .. .. .. .. .. .. | 35—3—50—5—100 |
| Linemen .. .. .. .. .. .. .. .. | 22—½—32 and 18—½—28 |

My proposals are—

(1) Inspectors should get neither house rent allowances nor free quarters. At present a few are drawing rent allowances. These should continue to do so until transferred.

(2) All Sub-Inspectors and linemen should be given either free quarters or house rent allowances.

(3) For this purpose the grouping of stations arrived at in the case of the signalling establishment and published in the Director-General's Special Circular No. 8 (E. B.), dated the 15th June 1920, should be applied in the first instance, subject to the provision that where postmen receive house rent allowance linemen and Sub-Inspectors will receive the same. As we have line staff at stations where there are no telegraph offices (or post offices) there may be men who will in the first instance come under Class V, "Other Stations" and who may deserve a higher rate. The grouping of stations should, I consider, be reviewed annually or at fixed intervals when adjustments of this nature may be made from class to class.

(4) The rates of house rent allowances should be :—

| | Rs. |
|---|---|
| Class I excluding Calcutta .. .. .. .. .. .. | 7 |
| Class II including CA. LH. AB. Amritsar excluding Karachi and Quetta .. | 5 |
| Class III including Karachi and Quetta .. .. .. .. | 4 |
| Class IV .. .. .. .. .. .. .. .. | 3 |
| Class V .. .. .. .. .. .. .. .. | 2 |

(5) The date of effect should be from 1st June 1921.

The cost of this scheme worked out on these data would be Rs. 5,282 per mensem or Rs. 47,538 *plus* 9,692=48,507 during the current year against a present cost of Rs. 323 per mensem or Rs. 3,876 per annum.

A scheme has been sent up to Government for approval for an increase in line establishment with effect from the 1st October 1921 of—

| | |
|---|---|
| Inspectors .. .. .. .. .. .. .. .. | 2 |
| Sub-Inspectors .. .. .. .. .. .. .. | 25 |
| Linemen .. .. .. .. .. .. .. .. | 721 |
| Total excluding Inspectors .. | 746 |

The actual cost of house rent allowance for these 746 men can not be accurately ascertained till they are appointed and posted but we can estimate the cost on the supposition that none of them will get free quarters and that the average cost of house rent allowance per man is as shown on the statement, *viz.* $\frac{\text{Rs. } 5,282}{2,108 \text{ men}}$ or Rs. 2-8-0 per man per mensem.

The total estimated cost of the suggestion for the current year would be—

| | Rs. |
|---|---|
| (1) 74 men from 1st March to 31st May at Rs. 323 per mensem, *vide* statement | 969 |
| (2) 2,108 men from 1st June to 28th February at Rs. 5,282 per mensem .. | 47,538 |
| (3) 746 men from 1st October to 28th February at Rs. 2-8-0 per mensem = Rs. 1,865×5 .. .. .. .. .. .. | 9,325 |
| Total cost .. | 57,832 |
| (4) *Deduct* 323×12 months .. .. .. .. .. .. | 3,876 |
| Net extra cost | 53,956 |

to meet which a provision of Rs. 90,000 was made in this year's budget as it was hoped that the case would have been dealt with in time to be applied with effect from an earlier date.

The estimated cost for next and succeeding years is 2,108+746 men=2,854 men×Rs. 2-8-0 per mensem =Rs. 7,135 per mensem or Rs. 85,620 per annum against the former rough estimate of Rs. 90,000.

W. SUTHERLAND,—9-6-21.

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